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ABSTRACT

Results of the 1979-80 Administrative Compensation Survey Report conducted by the College and University Personnel Association are presented. The survey is based on 1,383 responses and covers 77 positions. Salary data are indicated for the median and interquartile range for each position. Data are provided by type of institution, by size of institution as indicated by enrollment, by size of institutional budget, and by region. Tables also summarize the apparent relative worth attributed to positions by national rates of pay. These tables translate the median salary for each position into a percentage of the chief executive officer's median salary. A frequency distribution of all salaries reported for each position is included, which also shows the average of these salaries for each position. A sample survey form and instructions and summary position descriptions are appended. (SW)

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1979-1980 administrative compensation survey

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MAY 1980

COLLEGE AND UNIVERSITY
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Contributions to the progress of CUPA's Survey are not confined to CUPA leadership – the Board, the Council on Wage and Salary Administration, the staff – alone.

Diversification and improvement of the Survey and related services have rested increasingly upon the involvement, ingenuity and devotion of staff at the University of Pittsburgh's Social Science Information Utilization Laboratory (computer center), where data processing and retrieval have been maintained since 1977. Staff at the Center who deserve special recognition and appreciation include:

DATA SCRUBBERS – Ralph Irons, Debbie Baker and Jan Leja

DATA ENTRY – Cole Mazur, Thomas Pittock, Pamela Kelley, Jerome Smith, Joellyn Barbour and Timothy Pacie

PROGRAMMING – Kathryn J. Myers

MANAGEMENT – Jan P. Miller

ADMINISTRATIVE AIDE – Kathy Manis

The Survey program traditionally is sheparded by CUPA's Council on Wage and Salary Administration which presently comprises:

James Bryan, Chair, Director of Personnel Services, Delaware County Community College

Duane Elvin, Director of Personnel, Macalester College

Edward C. Hayes, Manager, Compensation Plans and Personnel Information System, University of Michigan

Elmer E. McGettigan, Manager of Compensation, Temple University

CUPA owes endearing gratitude to the late Carl Beck, who as Director of the University of Pittsburgh's Center for International Studies also directed the computer center. Dr. Beck, claimed by illness in 1979, was responsible for introducing and integrating the Survey project into the center's activities.

TABLE OF CONTENTS

List of Tables iv

I. Introduction vii

II. Definitions and General Characteristics x

III. Salaries xi

Tables 1

Appendix A – Distribution of Salaries 79

Appendix B – Responding Institutions. 86

Appendix C – Survey Form and Instructions 106

Appendix D – Summary Position Descriptions. 113

LIST OF TABLES

Measure: Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
1	Unspecified	Unspecified	Unspecified	Unspecified
2	Unspecified	Public	Unspecified	Unspecified
3	Unspecified	Private	Unspecified	Unspecified
4	University	Unspecified	2,499 or less	Unspecified
5	University	Unspecified	2,500-4,999	"
6	University	Unspecified	5,000-9,999	"
7	University	Unspecified	10,000-19,999	"
8	University	Unspecified	20,000 or more	"
9	University	Public	4,999, or less	"
10	University	Public	5,000-9,999	"
11	University	Public	10,000-19,999	"
12	University	Public	20,000 or more	"
13	University	Private	2,499 or less	"
14	University	Private	2,500-4,999	"
15	University	Private	5,000 or more	"
16	4-Year Colleges	Unspecified	499 or less	"
17	4-Year Colleges	Unspecified	500-999	"
18	4-Year Colleges	Unspecified	1,000-2,499	"
19	4-Year Colleges	Unspecified	2,500-4,999	"
20	4-Year Colleges	Unspecified	5,000 or more	"
21	4-Year Colleges	Public	2,499 or less	"
22	4-Year Colleges	Public	2,500-4,999	"
23	4-Year Colleges	Public	5,000 or more	"
24	4-Year Colleges	Private	499 or less	"
25	4-Year Colleges	Private	500-999	"
26	4-Year Colleges	Private	1,000-2,499	"
27	4-Year Colleges	Private	2,500-9,999	"
28	2-Year Colleges	Unspecified	499 or less	"
29	2-Year Colleges	Unspecified	500-999	"
30	2-Year Colleges	Unspecified	1,000-2,499	"
31	2-Year Colleges	Unspecified	2,500-4,999	"
32	2-Year Colleges	Unspecified	5,000-9,999	"
33	2-Year Colleges	Unspecified	10,000 or more	"

List of Tables
(Continued)

Measure: Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
34	2-Year Colleges	Public	499 or less	Unspecified
35	2-Year Colleges	Public	500-999	”
36	2-Year Colleges	Public	1,000-2,499	”
37	2-Year Colleges	Public	2,500-4,999	”
38	2-Year Colleges	Public	5,000-9,999	”
39	2-Year Colleges	Public	10,000 or more	”
40	2-Year Colleges	Private	999 or less	”
41	2-Year Colleges	Private	1,000 or more	”
42	University	Unspecified	Unspecified	Under $7,500,000
43	University	Unspecified	Unspecified	$7,5000,000-$14,999,999
44	University	Unspecified	Unspecified	$15,000,000-$29,999,999
45	University	Unspecified	Unspecified	$30,000,000-$99,999,999
46	4-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
47	4-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
48	4-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
49	4-Year Colleges	Unspecified	Unspecified	$5,000,000-$99,999,999
50	4-Year Colleges	Private	Unspecified	$1,499,999 or less
51	4-Year Colleges	Private	Unspecified	$1,500,000-$2,499,999
52	4-Year Colleges	Private	Unspecified	$2,500,000-$4,999,999
53	4-Year Colleges	Private	Unspecified	$5,000,000-$7,499,999
54	4-Year Colleges	Private	Unspecified	$7,500,000-$14,999,999
55	2-Year Colleges	Unspecified	Unspecified	$1,499,999 or less
56	2-Year Colleges	Unspecified	Unspecified	$1,500,000-$2,499,999
57	2-Year Colleges	Unspecified	Unspecified	$2,500,000-$4,999,999
58	2-Year Colleges	Unspecified	Unspecified	$5,000,000-$99,999,999

List of Tables
(Continued)

Measure: % of CEO's Salary

Table Number	Institutional Classification	Sector	Enrollment	Budget Range
59	Unspecified	Unspecified	Unspecified	Unspecified
60	Unspecified	Public	Unspecified	Unspecified
61	Unspecified	Private	Unspecified	Unspecified
62	University	Unspecified	Unspecified	Unspecified
63	4-Year Colleges	Unspecified	Unspecified	Unspecified
64	2-Year Colleges	Unspecified	Unspecified	Unspecified
65	Unspecified	Unspecified	999 or less	Unspecified
66	Unspecified	Unspecified	1,000-4,999	Unspecified
67	Unspecified	Unspecified	5,000-14,999	Unspecified
68	Unspecified	Unspecified	15,000 or more	Unspecified
69	Unspecified	Unspecified	Unspecified	$2,499,999 or less
70	Unspecified	Unspecified	Unspecified	$2,500,000-$7,499,999
71	Unspecified	Unspecified	Unspecified	$7,500,000-$29,999,999
72	Unspecified	Unspecified	Unspecified	$30,000,000 or more

Regional Summaries

73	Northwestern
74	Western
75	Southwestern
76	Midwestern
77	Southern
78	Eastern

I. INTRODUCTION

The College and University Personnel Association has now been conducting its Administrative Compensation Survey on an annual basis for the past three years. Prior to that, studies were conducted every two years. Several other improvements have led to the comprehensive and expanded Report we present this year.

For example, growing numbers of institutions are using the comparative data the survey provides through "custom" computer runs focusing on peer groups of 10 or more participant institutions. Since the 1978-79 Survey Report was published, more than 150 orders have been received for these custom analyses – nearly double the number of such reports extracted from the data bank the previous year.

Trends suggest that data manipulations based on budget factors will become increasingly diversified. Institutions now also have the option to request special sorts of positions filled by women and minorities, since the data bank now contains this information.

Both CUPA's staff and its Wage and Salary Council will make special efforts to help institutions process innovative applications of the available data. These services are rendered in collaboration with the Social Science Information Utilization Laboratory at the University of Pittsburgh, where the data bank and services are maintained.

The popularity of the CUPA survey was a major factor in the federal government's decision two years ago to cease collecting administrative compensation data in its Higher Education General Information Surveys (HEGIS), a decision that in turn heightened the demand for CUPA's Survey and related data services. The HEGIS action also was in part responsible for CUPA's decision to annualize its data collection. Equally compelling factors were the economic uncertainties and pressures that have confronted college and university administrators in recent years.

The Survey's growing prominence can also be traced in part to the special study, Women and Minorities in the Administration of Higher Education Institutions, drawn from data gathered in CUPA's 1975-76 Survey. The task force that formulated the 1975-76 Survey format was responding to the general interest in affirmative action when it expanded the Administrative Compensation Survey instrument to identify women and minorities in administrative positions. Carol Frances, chief economist of the American Council on Education, became the principal author of the special study, produced under a Ford Foundation grant. A more comprehensive study of women and minorities will be published by CUPA later this year, under a Ford Foundation grant initiated by Dr. Frances and former CUPA Executive Director R. Frank Mensel, who is co-authoring the analysis.

Other revisions have expanded the applicability of the Administrative Compensation Survey's data base. The Surveys of the last two years have represented CUPA's first attempt to gather data on the salaries and chain-of-command relationships for professional positions that rank behind the chief administrators.

In terms of growth, the current Survey covers 81 positions, compared with 52 in the 1977-78 Report. This year's instrument also reflects the special effort during the last two years to identify major positions that embody dual functions (e.g. personnel and affirmative action). The value of this data has been demonstrated in the number of responses to the Survey and the special study requests being made.

Actually, this Report represents the second analysis drawn from the current data. CUPA this year made an early "trends" analysis based on a stratified sample of 162 early returns. That analysis, consisting of 12 tables – all institutions, public and private institutions, all universities, two-year and four-year colleges, and data from institutions in CUPA's six regions – was published in the March 7, 1980 edition of CUPA's weekly newsletter, the Personnelite, and circulated to the presidents of all responding institutions, as well as to CUPA members. These "trends" reports were sent to institutional presidents in lieu of the previous practice of sending them the full Report without charge. Rising production and printing costs have made it impossible to continue that practice. Only CUPA key representative members now receive this Report without charge.

The validity of the stratified sample used in the early "trends" analysis has been demonstrated by the exceptional correlations between tables in the trend report and the comprehensive breakdowns that comprise the full Report.

For the 1980-81 Survey Report, CUPA's timetable calls for more rapid processing of the responses comprising the stratified sample so that the "trends" data can be shared with top administrators before the close of the calendar year.

CUPA is confident that these recent refinements in the Survey enhance the usefulness of the data available. We hope to make additional improvements in future years that will respond to higher education's growing needs for timely management information.

RESPONDENTS

Survey questionnaires were sent to 3,173 postsecondary institutions, of which 1,471 responded. An alphabetical schedule of respondents appears in Appendix B, which also indicates each institution's classification (university, four-year college, two-year college, other) and source of support (public or private).

The Survey Report is based on 1,383 usable responses which compares favorably with the 1,328 institutional responses included in the 1978-79 survey. A three-year profile of changes in the types of responding institutions included in the Survey Report are shown in the following table:

Respondent Classification	1977 - 78 Survey	1978 - 79 Survey	1979-80 Survey
Universities	305	353	359
Four-year Colleges	438	481	487
Two-year Colleges	448	410	416
Other	42	84	121
	1233	1328	1383

As regards source of support, composition of the Survey group has not changed materially:

	Support Source					
	Public		Private		All	
Institutional Classification	78-79	79-80	78-79	79-80	78-79	79-80
Universities	250	249	103	110	353	359
Four-year Colleges	98	106	383	381	481	487
Two-year Colleges	365	370	45	46	410	416
Others	28	42	56	79	84	121
Total	741 (56%)	767 (55.5%)	587 (44%)	616 (44.5%)	1328 (100%)	1383 (100%)

CHANGES FROM 1978-79 SURVEY

The 1978-79 Survey document reflects a continuing effort to initiate timely modifications in response to input from Survey respondents and others close to CUPA. These modifications reflect such factors as changing combinations of duties, significant increases in desired reporting of selected positions, etc.

Changes to note are as follows:

- One position title was revised:

  75.0 Social Programs

- Four positions not previously included were added:

12.0 Administrator, Hospital Medical Center

30.0 Director, Employee Training

39.0 Director, Auxiliary Services

40.0 Administrator, Grants and Contracts

As a result of these modifications, current position numbers are different from those used in the 1978-79 Survey Report and care should be exercised in making comparisons between the two surveys.

SURVEY METHODS

The same general approach in collecting the data has applied each year the CUPA Survey has been made. The Survey form and instructions for reporting the data, along with summary descriptions of the positions for which the data was sought, were mailed to the president of every postsecondary institution represented in the U.S. Office of Education's Directory of such institutions, accompanied by a letter inviting the institution's participation. Appendix C comprises the form and instructions, and Appendix D contains the summary position descriptions.

In processing the data, the Survey staff has given each institutional response form a code number in order to ensure confidentiality. Assurance of confidentiality has been a major factor in fostering the broad participation that has characterized the Survey from its inception.

When institutions order special analyses of selected peer groups, confidentiality is maintained by the application of two rules: first, the special order must sample 10 or more institutions; second, the report will supply data only for those positions for which there were at least three responses.

II. DEFINITIONS AND GENERAL CHARACTERISTICS

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting their data:

- Salaries were those in effect during the Fall of 1979.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.

- Enrollment and budget amounts are for the operating year 1979-80.
- Enrollment is stated in terms of equivalent full-time students.
- Budgets include amounts for educational and general operations, but not student aid, auxiliary enterprises, service departments, construction, and externally sponsored research.

CORRELATION OF SALARY TO SIZE

For most categories of institutions, correlation between salary levels and budget is higher than between salaries and enrollment, but the difference in the relationship of salaries with these two measures of size continues to be slight.

The correlation has been consistent for public and private institutions alike.

INTERQUARTILE RANGE

Salary data shown on the basic tables in this report indicate the median and the interquartile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher.
- The FIRST QUARTILE (Q1 on the tables) indicates the dividing point between the lowest 25 percent of salaries and the next highest 25 percent.
- Similarly, the THIRD QUARTILE (Q3) divides salaries above the median into two 25 percent segments.
- Q1 and Q3, therefore, mark the interquartile range; half of all salaries – the middle 50 percent – fall within this range.

III. SALARIES

MEDIAN SALARY LEVELS AS A FUNCTION OF CHIEF EXECUTIVE OFFICER MEDIAN SALARIES

The apparent relative worth attributed to positions by national rates of pay are summarized in Tables 59 through 72. These tables translate the median salary for each position into a percentage of the Chief Executive Officer's median salary (that is, position number 2.0 if this position was reported, or position number 1.0).

The percentages shown in the tables relate the median salary of all incumbents, for the statistical universe under consideration, for a given position to the median salary of all Chief Executive Officers in that universe. They are not developed from an average of the percentages for each position in each of the institutions considered.

REGIONAL SUMMARIES

Medians and interquartile ranges for each of the six CUPA regions are presented in Tables 73 through 78.

FREQUENCY DISTRIBUTION

A frequency distribution of all salaries reported for each survey position appears in Appendix A, which also shows the mean (arithmetic average) of these salaries for each position.

Table 1
ALL INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,383.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$51,800	$45,368	$60,200	104
2.0	Chief Executive Officer, Single Institution	$43,870	$36,600	$52,000	1,259
3.0	Executive Vice President	$37,500	$30,000	$44,940	363
4.0	Chief Academic Officer	$34,279	$28,350	$41,800	1,216
5.0	Chief Planning Officer	$32,000	$26,413	$39,950	287
6.0	Chief Business Officer	$32,000	$25,500	$39,791	1,235
7.0	Chief Budgeting Officer	$28,000	$23,044	$32,600	359
8.0	Chief Development Officer	$28,500	$23,175	$34,700	662
9.0	Chief Public Relations Officer	$21,000	$16,430	$28,300	695
10.0	Director, Alumni Affairs	$18,028	$14,316	$23,000	635
11.0	Chief Health Professions Officer	$38,126	$27,008	$59,800	103
12.0	Administrator, Hospital Medical Center	$47,461	$34,658	$59,963	51
13.0	Chief Student Affairs Officer	$28,665	$22,700	$35,000	1,208
14.0	Registrar	$21,210	$16,000	$26,244	1,103
15.0	Director, Admissions	$22,600	$18,500	$27,350	994
16.0	Director, Student Financial Aid	$19,492	$15,500	$23,500	1,143
17.0	Director, Student Placement	$19,250	$15,200	$23,352	836
18.0	Director, Student Counseling	$22,760	$18,060	$27,648	810
19.0	Director, Student Union	$20,000	$15,182	$25,000	561
20.0	Director, Student Health Services	$21,272	$14,000	$40,000	538
21.0	Director, Student Housing	$17,795	$13,890	$22,200	608
22.0	Director, Food Services	$20,160	$16,556	$25,267	371
23.0	Director, Physical Plant	$22,865	$18,264	$28,320	1,118
24.0	Director, Purchasing	$20,202	$16,000	$24,650	655
25.0	Director, Bookstore	$15,186	$11,560	$20,100	794
26.0	Director, Campus Security	$18,024	$14,000	$22,838	710
27.0	Director, Legal Services	$32,618	$26,000	$40,000	136
28.0	Director, Personnel/Human Resources	$24,362	$19,350	$30,616	554
29.0	Director, Affirmative Action/Equal Employment	$24,000	$19,750	$28,198	346
30.0	Director, Employee Training	$20,714	$18,000	$26,148	69
31.0	Director, Library Services	$24,372	$18,725	$30,950	1,214
32.0	Director, Computer Center	$25,000	$20,300	$31,000	801
33.0	Director, Information Systems	$28,565	$23,483	$34,000	216
34.0	Director, Information Office	$19,800	$16,000	$24,967	442
35.0	Director, Community Services	$24,000	$20,000	$29,000	317
36.0	Director, Institutional Research	$25,445	$20,950	$31,000	477
37.0	Comptroller	$24,700	$19,800	$30,000	719
38.0	Director, Athletics	$25,980	$20,385	$31,918	794
39.0	Director, Auxiliary Services	$25,917	$21,400	$31,000	235
40.0	Administrator, Grants and Contracts	$25,854	$20,000	$31,800	403
41.0	Chief Development and Public Relations Officer	$30,500	$23,610	$39,450	164
42.0	Chief Planning and Budget Officer	$34,875	$27,400	$40,857	84
43.0	Director, Admissions and Financial Aid	$23,100	$17,850	$29,700	112
44.0	Director, Housing and Food Services	$26,083	$24,273	$32,754	44
45.0	Director, Personnel and Affirmative Action	$22,008	$17,500	$27,110	186
46.0	Director, Development and Alumni Affairs	$23,800	$19,300	$29,500	81
47.0	Dean, Architecture	$42,000	$37,800	$46,000	61
48.0	Dean, Agriculture	$37,500	$28,500	$46,737	98
49.0	Dean, Arts and Letters	$32,400	$24,472	$37,734	110
50.0	Dean, Arts and Sciences	$36,771	$30,967	$42,200	359
51.0	Dean, Business	$33,660	$26,780	$40,898	582
52.0	Dean, Communications	$29,300	$25,038	$37,332	123
53.0	Dean, Continuing Education	$27,438	$22,000	$34,000	509
54.0	Dean, Dentistry	$54,000	$45,926	$57,839	52
55.0	Dean, Education	$35,398	$28,064	$41,316	409
56.0	Dean, Engineering	$41,316	$33,000	$48,252	212
57.0	Dean, Extension	$33,500	$27,004	$39,396	99
58.0	Dean, Fine Arts	$32,165	$24,500	$38,636	204
59.0	Dean, Graduate Programs	$36,800	$31,000	$42,726	341
60.0	Dean, Health Related Professions	$32,255	$25,654	$38,340	196
61.0	Dean, Home Economics	$33,266	$25,284	$40,401	89
62.0	Dean, Humanities	$27,650	$23,136	$35,333	219
63.0	Dean, Instruction	$29,684	$27,000	$40,000	38
64.0	Dean, Law	$50,000	$46,190	$54,600	108
65.0	Dean, Library and Information Sciences	$32,595	$21,800	$37,058	94
66.0	Dean, Medicine	$68,400	$61,000	$75,280	74
67.0	Dean, Music	$29,127	$23,027	$36,204	140
68.0	Dean, Nursing	$30,000	$24,060	$38,750	309
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,600	$24,924	$34,600	237
70.0	Dean, Pharmacy	$45,580	$38,200	$49,250	53
71.0	Dean, Public Health	$51,600	$34,680	$63,600	17
72.0	Dean, Sciences	$29,820	$24,000	$35,760	307
73.0	Dean, Social Sciences	$27,333	$22,639	$33,280	255
74.0	Dean, Social Work	$35,296	$26,400	$43,000	94
75.0	Dean, Special Programs	$27,000	$22,403	$33,863	27
76.0	Dean, Undergraduate Programs	$32,627	$26,142	$38,239	63
77.0	Dean, Veterinary Medicine	$50,825	$47,000	$55,000	22

Table 2
PUBLIC INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 767.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,500	$46,746	$60,200	93
2.0	Chief Executive Officer, Single Institution	$44,125	$39,000	$51,900	682
3.0	Executive Vice President	$39,100	$33,132	$46,405	206
4.0	Chief Academic Officer	$37,450	$31,315	$44,000	678
5.0	Chief Planning Officer	$33,500	$28,348	$41,080	203
6.0	Chief Business Officer	$34,621	$28,098	$40,836	699
7.0	Chief Budgeting Officer	$28,728	$24,149	$32,550	265
8.0	Chief Development Officer	$30,380	$25,825	$36,060	226
9.0	Chief Public Relations Officer	$25,164	$20,040	$31,250	335
10.0	Director, Alumni Affairs	$20,712	$16,800	$26,174	235
11.0	Chief Health Professions Officer	$38,126	$29,000	$59,800	69
12.0	Administrator, Hospital Medical Center	$47,461	$37,000	$57,780	42
13.0	Chief Student Affairs Officer	$32,294	$27,436	$37,873	689
14.0	Registrar	$24,300	$20,000	$28,621	565
15.0	Director, Admissions	$24,504	$20,756	$28,892	510
16.0	Director, Student Financial Aid	$21,624	$18,109	$25,360	643
17.0	Director, Student Placement	$21,815	$18,348	$25,830	457
18.0	Director, Student Counseling	$25,400	$21,695	$30,000	500
19.0	Director, Student Union	$22,100	$18,264	$26,412	366
20.0	Director, Student Health Services	$33,658	$18,010	$44,004	295
21.0	Director, Student Housing	$21,226	$17,849	$25,313	283
22.0	Director, Food Services	$21,664	$17,837	$26,608	199
23.0	Director, Physical Plant	$25,300	$20,586	$30,583	617
24.0	Director, Purchasing	$21,530	$18,000	$25,775	436
25.0	Director, Bookstore	$17,836	$13,728	$22,089	429
26.0	Director, Campus Security	$19,819	$16,188	$24,600	432
27.0	Director, Legal Services	$32,750	$26,911	$40,000	109
28.0	Director, Personnel/Human Resources	$26,300	$21,890	$31,893	384
29.0	Director, Affirmative Action/Equal Employment	$24,200	$20,600	$28,339	276
30.0	Director, Employee Training	$20,500	$18,000	$26,148	58
31.0	Director, Library Services	$27,252	$22,890	$33,548	663
32.0	Director, Computer Center	$27,000	$22,125	$33,264	499
33.0	Director, Information Systems	$29,049	$24,820	$34,900	139
34.0	Director, Information Office	$21,025	$17,290	$25,746	293
35.0	Director, Community Services	$24,775	$21,578	$29,544	262
36.0	Director, Institutional Research	$26,944	$22,720	$32,100	350
37.0	Comptroller	$27,175	$22,733	$32,500	369
38.0	Director, Athletics	$29,400	$24,000	$33,792	432
39.0	Director, Auxiliary Services	$27,800	$22,900	$31,560	167
40.0	Administrator, Grants and Contracts	$26,750	$22,600	$32,679	279
41.0	Chief Development and Public Relations Officer	$32,100	$25,600	$41,168	87
42.0	Chief Planning and Budget Officer	$36,600	$30,410	$41,800	51
43.0	Director, Admissions and Financial Aid	$28,560	$21,600	$32,732	43
44.0	Director, Housing and Food Services	$27,180	$24,434	$33,500	28
45.0	Director, Personnel and Affirmative Action	$23,145	$19,104	$27,250	113
46.0	Director, Development and Alumni Affairs	$26,536	$21,972	$32,250	42
47.0	Dean, Architecture	$42,000	$38,500	$46,800	48
48.0	Dean, Agriculture	$38,631	$30,000	$46,737	93
49.0	Dean, Arts and Letters	$35,040	$25,897	$39,511	82
50.0	Dean, Arts and Sciences	$37,260	$32,050	$42,265	259
51.0	Dean, Business	$34,512	$27,459	$41,000	423
52.0	Dean, Communications	$29,532	$25,417	$37,485	98
53.0	Dean, Continuing Education	$29,736	$24,000	$36,000	336
54.0	Dean, Dentistry	$53,100	$45,000	$57,839	39
55.0	Dean, Education	$38,048	$33,100	$42,300	282
56.0	Dean, Engineering	$41,316	$32,011	$48,000	160
57.0	Dean, Extension	$34,100	$28,761	$39,396	76
58.0	Dean, Fine Arts	$34,139	$28,223	$40,000	140
59.0	Dean, Graduate Programs	$38,494	$34,473	$43,335	233
60.0	Dean, Health Related Professions	$32,458	$27,000	$38,494	170
61.0	Dean, Home Economics	$34,949	$27,409	$41,316	77
62.0	Dean, Humanities	$31,129	$25,680	$37,475	144
63.0	Dean, Instruction	$32,112	$27,900	$41,316	31
64.0	Dean, Law	$49,500	$45,000	$55,598	59
65.0	Dean, Library and Information Sciences	$33,200	$25,800	$37,300	73
66.0	Dean, Medicine	$67,329	$58,700	$72,000	56
67.0	Dean, Music	$32,580	$27,193	$40,000	79
68.0	Dean, Nursing	$31,221	$24,467	$39,720	231
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,736	$25,198	$34,739	223
70.0	Dean, Pharmacy	$46,200	$38,200	$49,250	43
71.0	Dean, Public Health	$42,905	$34,680	$63,600	13
72.0	Dean, Sciences	$31,660	$26,270	$38,239	223
73.0	Dean, Social Sciences	$29,564	$24,839	$35,600	180
74.0	Dean, Social Work	$38,615	$31,000	$44,000	63
75.0	Dean, Special Programs	$27,000	$24,226	$36,000	22
76.0	Dean, Undergraduate Programs	$34,098	$28,000	$39,396	36
77.0	Dean, Veterinary Medicine	$50,825	$47,000	$54,945	19

Table 3
PRIVATE INSTITUTIONS

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 615.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$51,000	$35,360	$65,000	11
2.0	Chief Executive Officer, Single Institution	$42,100	$32,400	$52,000	576
3.0	Executive Vice President	$32,337	$26,000	$42,000	156
4.0	Chief Academic Officer	$30,000	$25,000	$37,600	538
5.0	Chief Planning Officer	$27,000	$22,260	$32,742	84
6.0	Chief Business Officer	$28,000	$22,050	$37,000	535
7.0	Chief Budgeting Officer	$25,000	$18,900	$33,200	94
8.0	Chief Development Officer	$27,500	$22,274	$34,400	435
9.0	Chief Public Relations Officer	$17,900	$14,000	$22,500	359
10.0	Director, Alumni Affairs	$16,622	$13,200	$21,000	400
11.0	Chief Health Professions Officer	$38,106	$20,400	$58,300	34
12.0	Administrator, Hospital Medical Center	$38,106	$32,406	$62,700	9
13.0	Chief Student Affairs Officer	$24,000	$19,500	$29,150	518
14.0	Registrar	$17,700	$14,004	$21,870	537
15.0	Director, Admissions	$20,250	$17,040	$25,000	484
16.0	Director, Student Financial Aid	$16,200	$13,400	$20,000	500
17.0	Director, Student Placement	$16,050	$13,333	$19,450	379
18.0	Director, Student Counseling	$18,200	$15,000	$22,060	310
19.0	Director, Student Union	$15,088	$12,550	$19,600	195
20.0	Director, Student Health Services	$14,640	$11,950	$26,000	243
21.0	Director, Student Housing	$14,550	$12,000	$18,150	325
22.0	Director, Food Services	$19,260	$16,000	$22,800	171
23.0	Director, Physical Plant	$20,140	$16,200	$24,900	500
24.0	Director, Purchasing	$16,976	$13,500	$21,400	219
25.0	Director, Bookstore	$12,500	$9,830	$15,971	364
26.0	Director, Campus Security	$15,150	$12,000	$19,000	278
27.0	Director, Legal Services	$32,618	$25,000	$43,000	27
28.0	Director, Personnel/Human Resources	$19,800	$15,000	$25,000	170
29.0	Director, Affirmative Action/Equal Employment	$21,000	$16,992	$27,671	70
30.0	Director, Employee Training	$22,500	$19,023	$27,200	11
31.0	Director, Library Services	$19,354	$16,000	$25,100	551
32.0	Director, Computer Center	$22,000	$17,500	$26,750	302
33.0	Director, Information Systems	$27,000	$19,475	$33,500	77
34.0	Director, Information Office	$17,000	$13,500	$20,980	149
35.0	Director, Community Services	$19,339	$13,000	$24,000	55
36.0	Director, Institutional Research	$21,000	$17,325	$26,045	127
37.0	Comptroller	$22,000	$17,600	$27,134	350
38.0	Director, Athletics	$22,245	$17,765	$27,000	362
39.0	Director, Auxiliary Services	$22,100	$18,764	$28,000	68
40.0	Administrator, Grants and Contracts	$20,405	$16,500	$28,616	124
41.0	Chief Development and Public Relations Officer	$29,000	$22,241	$38,000	77
42.0	Chief Planning and Budget Officer	$33,000	$26,838	$40,000	33
43.0	Director, Admissions and Financial Aid	$21,800	$15,250	$26,800	68
44.0	Director, Housing and Food Services	$25,000	$17,120	$30,100	16
45.0	Director, Personnel and Affirmative Action	$19,333	$15,980	$24,400	73
46.0	Director, Development and Alumni Affairs	$21,500	$16,778	$28,000	39
47.0	Dean, Architecture	$42,000	$37,064	$44,000	13
48.0	Dean, Agriculture	$28,300	$17,455	$30,020	5
49.0	Dean, Arts and Letters	$22,400	$18,267	$30,893	28
50.0	Dean, Arts and Sciences	$35,500	$27,500	$41,800	100
51.0	Dean, Business	$31,500	$22,896	$40,000	159
52.0	Dean, Communications	$27,200	$21,740	$35,700	25
53.0	Dean, Continuing Education	$23,400	$19,000	$30,000	173
54.0	Dean, Dentistry	$56,500	$52,950	$58,000	13
55.0	Dean, Education	$26,000	$21,000	$33,350	127
56.0	Dean, Engineering	$41,700	$34,488	$49,985	52
57.0	Dean, Extension	$29,004	$18,889	$37,762	23
58.0	Dean, Fine Arts	$24,500	$18,933	$31,000	64
59.0	Dean, Graduate Programs	$32,100	$24,351	$40,000	108
60.0	Dean, Health Related Professions	$27,377	$17,550	$36,806	26
61.0	Dean, Home Economics	$20,267	$17,455	$26,480	12
62.0	Dean, Humanities	$23,232	$18,667	$29,011	75
63.0	Dean, Instruction	$27,000	$21,834	$34,000	7
64.0	Dean, Law	$50,290	$48,000	$54,250	49
65.0	Dean, Library and Information Sciences	$20,970	$14,500	$29,867	21
66.0	Dean, Medicine	$77,000	$66,675	$88,000	18
67.0	Dean, Music	$24,500	$18,100	$29,900	61
68.0	Dean, Nursing	$27,430	$22,000	$34,653	78
69.0	Dean, Occupation Studies/Vocational Education/Technology	$23,100	$17,120	$28,683	14
70.0	Dean, Pharmacy	$41,500	$38,000	$50,000	10
71.0	Dean, Public Health	$51,758	$22,176	$63,000	4
72.0	Dean, Sciences	$23,754	$20,071	$31,030	84
73.0	Dean, Social Sciences	$22,600	$19,200	$27,500	75
74.0	Dean, Social Work	$28,000	$21,187	$41,300	31
75.0	Dean, Special Programs	$16,533	$16,400	$28,700	5
76.0	Dean, Undergraduate Programs	$30,200	$24,255	$35,000	27
77.0	Dean, Veterinary Medicine	$61,000	$30,000	$66,000	3

Table 4
UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 57.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$44,280	$39,708	$52,000	54
3.0	Executive Vice President	$33,000	$29,808	$40,000	17
4.0	Chief Academic Officer	$36,040	$32,208	$39,500	48
5.0	Chief Planning Officer	$28,272	$25,500	$37,500	10
6.0	Chief Business Officer	$30,480	$27,607	$39,000	47
7.0	Chief Budgeting Officer	$18,500	$14,951	$28,918	10
8.0	Chief Development Officer	$28,000	$24,500	$34,700	34
9.0	Chief Public Relations Officer	$19,250	$17,100	$22,740	28
10.0	Director, Alumni Affairs	$17,700	$16,390	$20,000	37
11.0	Chief Health Professions Officer	$21,884	$17,039	$32,000	6
13.0	Chief Student Affairs Officer	$27,000	$23,580	$29,000	49
14.0	Registrar	$20,838	$17,540	$24,200	51
15.0	Director, Admissions	$22,356	$19,382	$25,000	46
16.0	Director, Student Financial Aid	$18,000	$14,310	$20,566	50
17.0	Director, Student Placement	$16,000	$13,500	$19,488	34
18.0	Director, Student Counseling	$18,966	$16,000	$20,724	32
19.0	Director, Student Union	$14,980	$12,750	$17,600	29
20.0	Director, Student Health Services	$18,500	$12,840	$43,300	19
21.0	Director, Student Housing	$14,841	$12,324	$18,900	33
22.0	Director, Food Services	$19,250	$16,000	$22,043	11
23.0	Director, Physical Plant	$22,975	$20,292	$25,860	50
24.0	Director, Purchasing	$16,800	$14,720	$20,207	26
25.0	Director, Bookstore	$13,900	$12,305	$15,828	39
26.0	Director, Campus Security	$14,686	$12,900	$18,750	32
27.0	Director, Legal Services	$22,698	$11,500	$30,100	3
28.0	Director, Personnel/Human Resources	$19,000	$14,684	$24,500	16
29.0	Director, Affirmative Action/Equal Employment	$23,000	$16,125	$28,820	9
31.0	Director, Library Services	$23,002	$19,350	$25,500	55
32.0	Director, Computer Center	$20,725	$17,500	$25,200	43
33.0	Director, Information Systems	$27,000	$21,000	$38,200	7
34.0	Director, Information Office	$17,808	$12,720	$19,695	20
35.0	Director, Community Services	$16,644	$13,236	$22,400	6
36.0	Director, Institutional Research	$21,396	$18,000	$24,750	19
37.0	Comptroller	$22,000	$19,600	$24,744	36
38.0	Director, Athletics	$22,515	$18,375	$26,500	39
39.0	Director, Auxiliary Services	$21,600	$19,661	$26,750	10
40.0	Administrator, Grants and Contracts	$20,962	$19,552	$29,425	13
41.0	Chief Development and Public Relations Officer	$31,745	$23,500	$33,170	7
42.0	Chief Planning and Budget Officer	$32,990	$21,840	$34,200	10
44.0	Director, Housing and Food Services	$20,520	$14,153	$21,400	3
45.0	Director, Personnel and Affirmative Action	$18,998	$16,500	$21,150	8
46.0	Director, Development and Alumni Affairs	$16,104	$15,516	$33,500	3
48.0	Dean, Agriculture	$28,500	$22,488	$30,000	4
50.0	Dean, Arts and Sciences	$30,246	$27,500	$32,833	14
51.0	Dean, Business	$31,500	$25,899	$34,064	23
52.0	Dean, Communications	$20,330	$19,133	$26,560	3
53.0	Dean, Continuing Education	$23,960	$20,948	$29,200	16
55.0	Dean, Education	$27,448	$24,817	$33,100	22
57.0	Dean, Extension	$29,004	$17,045	$33,100	4
58.0	Dean, Fine Arts	$24,500	$22,667	$33,480	11
59.0	Dean, Graduate Programs	$29,480	$22,438	$39,500	19
60.0	Dean, Health Related Professions	$40,208	$29,549	$46,000	4
61.0	Dean, Home Economics	$26,480	$25,284	$28,533	5
62.0	Dean, Humanities	$25,922	$23,506	$27,324	9
64.0	Dean, Law	$44,000	$17,128	$44,690	4
67.0	Dean, Music	$24,400	$20,350	$25,984	9
68.0	Dean, Nursing	$30,000	$25,500	$33,550	13
72.0	Dean, Sciences	$28,716	$23,447	$32,517	11
73.0	Dean, Social Sciences	$24,909	$22,075	$29,000	10
74.0	Dean, Social Work	$24,912	$24,000	$31,200	5
76.0	Dean, Undergraduate Programs	$21,735	$21,516	$31,108	5

Table 5
UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 63.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$51,800	$51,000	$60,000	5
2.0	Chief Executive Officer, Single Institution	$51,000	$46,500	$55,000	54
3.0	Executive Vice President	$40,167	$38,500	$44,376	18
4.0	Chief Academic Officer	$40,000	$36,221	$44,376	54
5.0	Chief Planning Officer	$31,560	$22,133	$41,316	17
6.0	Chief Business Officer	$36,380	$32,744	$40,656	59
7.0	Chief Budgeting Officer	$25,700	$21,500	$29,360	24
8.0	Chief Development Officer	$31,500	$27,750	$40,900	36
9.0	Chief Public Relations Officer	$23,285	$20,000	$26,574	31
10.0	Director, Alumni Affairs	$18,000	$16,000	$21,478	39
11.0	Chief Health Professions Officer	$38,106	$38,040	$68,900	4
12.0	Administrator, Hospital Medical Center	$38,106	$37,000	$66,242	3
13.0	Chief Student Affairs Officer	$31,375	$28,272	$33,700	62
14.0	Registrar	$22,700	$20,000	$26,573	61
15.0	Director, Admissions	$22,430	$19,862	$24,500	48
16.0	Director, Student Financial Aid	$20,750	$19,045	$22,864	58
17.0	Director, Student Placement	$19,600	$16,524	$22,650	52
18.0	Director, Student Counseling	$22,560	$20,343	$24,880	41
19.0	Director, Student Union	$19,024	$16,100	$22,750	38
20.0	Director, Student Health Services	$20,000	$15,500	$33,500	32
21.0	Director, Student Housing	$17,983	$15,000	$21,600	43
22.0	Director, Food Services	$20,114	$18,725	$22,800	19
23.0	Director, Physical Plant	$25,272	$21,500	$28,540	62
24.0	Director, Purchasing	$17,323	$14,544	$20,500	41
25.0	Director, Bookstore	$16,120	$14,175	$18,318	40
26.0	Director, Campus Security	$17,000	$15,000	$19,921	53
27.0	Director, Legal Services	$26,911	$23,500	$32,000	11
28.0	Director, Personnel/Human Resources	$20,200	$19,104	$23,312	38
29.0	Director, Affirmative Action/Equal Employment	$21,144	$18,576	$24,500	24
31.0	Director, Library Services	$26,050	$23,900	$30,912	58
32.0	Director, Computer Center	$24,500	$22,800	$28,404	46
33.0	Director, Information Systems	$27,000	$24,680	$28,983	13
34.0	Director, Information Office	$19,000	$17,000	$21,854	24
35.0	Director, Community Services	$17,490	$15,007	$26,800	11
36.0	Director, Institutional Research	$25,700	$23,300	$29,100	26
37.0	Comptroller	$25,388	$22,416	$28,404	43
38.0	Director, Athletics	$27,073	$23,359	$31,330	51
39.0	Director, Auxiliary Services	$22,428	$18,700	$26,660	19
40.0	Administrator, Grants and Contracts	$23,412	$18,540	$31,800	21
41.0	Chief Development and Public Relations Officer	$32,000	$25,000	$34,100	15
42.0	Chief Planning and Budget Officer	$36,400	$32,500	$46,500	6
43.0	Director, Admissions and Financial Aid	$25,500	$21,800	$29,628	7
44.0	Director, Housing and Food Services	$31,400	$25,100	$33,990	3
45.0	Director, Personnel and Affirmative Action	$21,778	$19,000	$26,950	18
46.0	Director, Development and Alumni Affairs	$23,110	$22,365	$30,240	4
47.0	Dean, Architecture	$42,000	$40,349	$45,000	3
48.0	Dean, Agriculture	$35,144	$30,346	$40,267	8
49.0	Dean, Arts and Letters	$34,892	$28,420	$35,040	5
50.0	Dean, Arts and Sciences	$33,828	$30,606	$36,600	39
51.0	Dean, Business	$35,100	$32,450	$37,250	44
52.0	Dean, Communications	$27,360	$27,200	$28,950	5
53.0	Dean, Continuing Education	$28,623	$22,145	$30,888	33
54.0	Dean, Dentistry	$52,950	$38,000	$57,839	3
55.0	Dean, Education	$33,180	$28,500	$37,250	36
56.0	Dean, Engineering	$37,632	$27,000	$47,669	15
57.0	Dean, Extension	$29,859	$26,000	$37,560	10
58.0	Dean, Fine Arts	$33,000	$28,000	$37,114	13
59.0	Dean, Graduate Programs	$35,300	$29,501	$37,706	39
60.0	Dean, Health Related Professions	$27,000	$24,976	$36,806	5
61.0	Dean, Home Economics	$25,700	$24,873	$31,482	5
62.0	Dean, Humanities	$35,700	$28,025	$41,316	12
64.0	Dean, Law	$48,800	$47,250	$51,400	14
65.0	Dean, Library and Information Sciences	$19,000	$17,280	$21,800	4
66.0	Dean, Medicine	$61,200	$52,270	$69,500	7
67.0	Dean, Music	$31,803	$27,392	$35,040	11
68.0	Dean, Nursing	$29,850	$26,450	$34,000	21
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,736	$28,901	$35,340	7
70.0	Dean, Pharmacy	$38,000	$37,250	$39,900	6
72.0	Dean, Sciences	$34,176	$28,665	$39,000	14
73.0	Dean, Social Sciences	$28,245	$26,660	$41,316	10
74.0	Dean, Social Work	$27,090	$25,120	$32,700	5
76.0	Dean, Undergraduate Programs	$30,100	$23,440	$30,200	3

Table 6
UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 109.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$53,631	$46,640	$66,000	7
2.0	Chief Executive Officer, Single Institution	$53,652	$48,500	$60,000	100
3.0	Executive Vice President	$41,910	$38,500	$52,000	30
4.0	Chief Academic Officer	$44,000	$40,200	$48,060	98
5.0	Chief Planning Officer	$32,160	$30,175	$41,316	30
6.0	Chief Business Officer	$39,841	$36,000	$45,800	99
7.0	Chief Budgeting Officer	$29,984	$25,500	$34,464	57
8.0	Chief Development Officer	$34,350	$29,555	$42,500	64
9.0	Chief Public Relations Officer	$29,350	$24,500	$35,159	56
10.0	Director, Alumni Affairs	$20,880	$18,156	$25,608	83
11.0	Chief Health Professions Officer	$56,980	$46,500	$73,860	13
12.0	Administrator, Hospital Medical Center	$36,000	$30,000	$37,960	5
13.0	Chief Student Affairs Officer	$35,500	$32,500	$38,350	106
14.0	Registrar	$26,061	$23,320	$29,400	91
15.0	Director, Admissions	$27,135	$23,208	$30,492	88
16.0	Director, Student Financial Aid	$23,640	$21,100	$25,980	102
17.0	Director, Student Placement	$22,280	$19,800	$25,830	98
18.0	Director, Student Counseling	$25,500	$22,500	$29,004	95
19.0	Director, Student Union	$22,200	$20,000	$25,350	81
20.0	Director, Student Health Services	$38,160	$20,000	$44,060	70
21.0	Director, Student Housing	$21,200	$18,768	$24,170	89
22.0	Director, Food Services	$23,532	$21,500	$27,636	42
23.0	Director, Physical Plant	$28,881	$26,000	$32,400	107
24.0	Director, Purchasing	$21,855	$19,452	$25,224	95
25.0	Director, Bookstore	$21,396	$18,404	$24,255	78
26.0	Director, Campus Security	$19,960	$16,900	$23,550	95
27.0	Director, Legal Services	$31,900	$25,500	$40,000	26
28.0	Director, Personnel/Human Resources	$24,000	$21,900	$29,820	81
29.0	Director, Affirmative Action/Equal Employment	$24,500	$20,600	$27,889	65
30.0	Director, Employee Training	$18,000	$15,000	$26,985	12
31.0	Director, Library Services	$31,882	$29,000	$35,200	103
32.0	Director, Computer Center	$30,504	$27,222	$34,000	92
33.0	Director, Information Systems	$30,537	$25,951	$34,344	36
34.0	Director, Information Office	$23,600	$19,454	$27,000	60
35.0	Director, Community Services	$24,000	$22,000	$30,108	25
36.0	Director, Institutional Research	$28,250	$25,068	$32,000	69
37.0	Comptroller	$29,000	$26,250	$33,302	81
38.0	Director, Athletics	$30,950	$27,743	$34,500	90
39.0	Director, Auxiliary Services	$28,428	$23,500	$31,212	36
40.0	Administrator, Grants and Contracts	$26,664	$21,660	$30,000	60
41.0	Chief Development and Public Relations Officer	$40,000	$35,556	$42,444	16
42.0	Chief Planning and Budget Officer	$40,000	$33,440	$40,000	11
43.0	Director, Admissions and Financial Aid	$32,732	$30,000	$35,000	10
44.0	Director, Housing and Food Services	$26,083	$24,359	$29,900	12
45.0	Director, Personnel and Affirmative Action	$28,896	$23,100	$32,285	16
46.0	Director, Development and Alumni Affairs	$27,276	$22,400	$31,810	16
47.0	Dean, Architecture	$38,500	$31,010	$41,500	8
48.0	Dean, Agriculture	$39,000	$35,486	$41,000	17
49.0	Dean, Arts and Letters	$36,000	$35,303	$37,072	17
50.0	Dean, Arts and Sciences	$39,300	$36,441	$41,800	77
51.0	Dean, Business	$38,830	$35,700	$43,000	93
52.0	Dean, Communications	$31,060	$29,532	$35,607	19
53.0	Dean, Continuing Education	$31,473	$27,000	$35,000	68
54.0	Dean, Dentistry	$53,600	$52,824	$56,500	6
55.0	Dean, Education	$36,900	$34,248	$40,164	85
56.0	Dean, Engineering	$41,700	$38,273	$48,000	44
57.0	Dean, Extension	$37,284	$31,032	$38,950	16
58.0	Dean, Fine Arts	$36,120	$33,550	$39,425	37
59.0	Dean, Graduate Programs	$36,255	$34,030	$40,000	82
60.0	Dean, Health Related Professions	$35,798	$34,700	$39,000	19
61.0	Dean, Home Economics	$34,949	$28,140	$38,400	15
62.0	Dean, Humanities	$36,266	$34,404	$38,500	16
63.0	Dean, Instruction	$29,128	$28,700	$32,112	3
64.0	Dean, Law	$48,108	$44,000	$52,000	29
65.0	Dean, Library and Information Sciences	$33,000	$30,000	$37,000	12
66.0	Dean, Medicine	$68,000	$60,108	$75,000	17
67.0	Dean, Music	$29,900	$29,016	$34,000	23
68.0	Dean, Nursing	$36,000	$33,000	$40,000	45
69.0	Dean, Occupation Studies/Vocational Education/Technology	$36,040	$31,325	$37,800	19
70.0	Dean, Pharmacy	$38,200	$35,528	$44,940	12
72.0	Dean, Sciences	$38,064	$34,726	$42,413	25
73.0	Dean, Social Sciences	$32,800	$30,144	$38,016	13
74.0	Dean, Social Work	$32,619	$28,000	$35,000	14
75.0	Dean, Special Programs	$36,000	$30,228	$36,336	3
76.0	Dean, Undergraduate Programs	$35,361	$32,100	$41,316	8

Table 7
UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 89.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,760	$50,000	$59,500	12
2.0	Chief Executive Officer, Single Institution	$58,800	$54,979	$63,050	74
3.0	Executive Vice President	$51,000	$46,536	$59,000	29
4.0	Chief Academic Officer	$49,700	$46,500	$54,000	79
5.0	Chief Planning Officer	$41,600	$36,200	$46,536	33
6.0	Chief Business Officer	$45,550	$41,316	$49,000	82
7.0	Chief Budgeting Officer	$31,020	$28,000	$35,479	57
8.0	Chief Development Officer	$37,000	$32,090	$43,500	57
9.0	Chief Public Relations Officer	$34,500	$29,960	$40,662	55
10.0	Director, Alumni Affairs	$25,910	$21,696	$29,761	74
11.0	Chief Health Professions Officer	$59,920	$50,700	$65,600	19
12.0	Administrator, Hospital Medical Center	$53,248	$42,000	$57,780	14
13.0	Chief Student Affairs Officer	$40,660	$38,054	$43,100	76
14.0	Registrar	$28,584	$25,800	$33,185	81
15.0	Director, Admissions	$28,945	$25,440	$32,100	84
16.0	Director, Student Financial Aid	$25,500	$23,000	$28,666	87
17.0	Director, Student Placement	$25,123	$21,900	$28,000	84
18.0	Director, Student Counseling	$28,500	$26,292	$31,885	74
19.0	Director, Student Union	$25,600	$20,207	$29,900	70
20.0	Director, Student Health Services	$41,951	$35,717	$47,336	74
21.0	Director, Student Housing	$25,000	$21,696	$29,400	70
22.0	Director, Food Services	$27,540	$23,560	$30,186	48
23.0	Director, Physical Plant	$32,454	$31,000	$36,200	82
24.0	Director, Purchasing	$25,980	$23,064	$29,005	81
25.0	Director, Bookstore	$24,000	$20,905	$26,795	70
26.0	Director, Campus Security	$25,740	$22,500	$30,000	80
27.0	Director, Legal Services	$34,999	$27,500	$40,000	43
28.0	Director, Personnel/Human Resources	$30,036	$27,325	$34,704	76
29.0	Director, Affirmative Action/Equal Employment	$25,499	$23,000	$30,300	67
30.0	Director, Employee Training	$22,400	$19,467	$24,200	21
31.0	Director, Library Services	$37,500	$34,450	$41,316	83
32.0	Director, Computer Center	$35,000	$31,351	$39,600	73
33.0	Director, Information Systems	$32,500	$29,520	$37,800	39
34.0	Director, Information Office	$25,682	$21,800	$30,200	56
35.0	Director, Community Services	$24,000	$22,205	$37,200	18
36.0	Director, Institutional Research	$31,000	$26,400	$36,720	65
37.0	Comptroller	$33,800	$31,000	$38,000	68
38.0	Director, Athletics	$35,464	$32,000	$40,137	78
39.0	Director, Auxiliary Services	$30,700	$28,968	$36,835	43
40.0	Administrator, Grants and Contracts	$30,170	$25,840	$35,000	76
41.0	Chief Development and Public Relations Officer	$44,000	$36,500	$46,500	18
42.0	Chief Planning and Budget Officer	$38,784	$36,000	$46,500	12
44.0	Director, Housing and Food Services	$30,669	$25,956	$35,000	10
45.0	Director, Personnel and Affirmative Action	$26,256	$22,550	$31,984	6
46.0	Director, Development and Alumni Affairs	$29,500	$29,000	$39,492	8
47.0	Dean, Architecture	$42,019	$39,055	$46,000	22
48.0	Dean, Agriculture	$44,600	$41,316	$49,488	20
49.0	Dean, Arts and Letters	$40,000	$37,500	$41,316	12
50.0	Dean, Arts and Sciences	$46,000	$41,500	$49,800	60
51.0	Dean, Business	$44,660	$41,316	$47,127	79
52.0	Dean, Communications	$40,300	$38,200	$43,866	15
53.0	Dean, Continuing Education	$37,535	$33,300	$41,316	62
54.0	Dean, Dentistry	$56,700	$52,000	$63,000	15
55.0	Dean, Education	$42,300	$40,200	$46,000	74
56.0	Dean, Engineering	$45,000	$41,730	$51,360	54
57.0	Dean, Extension	$38,472	$30,190	$42,800	25
58.0	Dean, Fine Arts	$41,316	$36,500	$43,715	36
59.0	Dean, Graduate Programs	$41,600	$39,000	$46,000	74
60.0	Dean, Health Related Professions	$42,500	$36,400	$45,150	25
61.0	Dean, Home Economics	$40,413	$36,500	$44,300	21
62.0	Dean, Humanities	$41,316	$37,572	$46,000	12
64.0	Dean, Law	$52,950	$48,216	$57,800	33
65.0	Dean, Library and Information Sciences	$36,100	$34,600	$40,000	19
66.0	Dean, Medicine	$72,000	$64,361	$80,000	21
67.0	Dean, Music	$38,000	$35,166	$42,419	18
68.0	Dean, Nursing	$42,300	$39,000	$45,000	39
69.0	Dean, Occupation Studies/Vocational Education/Technology	$38,832	$34,000	$41,000	13
70.0	Dean, Pharmacy	$48,580	$41,500	$53,272	11
71.0	Dean, Public Health	$63,000	$51,758	$63,600	5
72.0	Dean, Sciences	$44,000	$41,316	$48,925	23
73.0	Dean, Social Sciences	$43,000	$40,310	$45,600	13
74.0	Dean, Social Work	$43,866	$40,000	$45,500	29
76.0	Dean, Undergraduate Programs	$38,239	$35,000	$41,316	17
77.0	Dean, Veterinary Medicine	$50,825	$49,200	$55,000	8

Table 8

UNIVERSITIES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 20,000 or more. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 41.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,800	$59,360	$71,100	21
2.0	Chief Executive Officer, Single Institution	$60,480	$55,600	$67,500	26
3.0	Executive Vice President	$51,135	$46,536	$59,500	20
4.0	Chief Academic Officer	$52,900	$48,000	$56,500	35
5.0	Chief Planning Officer	$45,000	$40,600	$48,815	20
6.0	Chief Business Officer	$48,049	$43,650	$52,700	38
7.0	Chief Budgeting Officer	$34,500	$29,000	$40,000	31
8.0	Chief Development Officer	$41,316	$33,108	$46,000	16
9.0	Chief Public Relations Officer	$38,500	$29,000	$42,800	24
10.0	Director, Alumni Affairs	$32,000	$27,548	$35,144	23
11.0	Chief Health Professions Officer	$56,000	$45,000	$85,385	11
12.0	Administrator, Hospital Medical Center	$55,000	$42,213	$69,000	13
13.0	Chief Student Affairs Officer	$45,857	$41,316	$48,000	32
14.0	Registrar	$31,223	$27,900	$34,700	29
15.0	Director, Admissions	$29,300	$28,000	$33,854	31
16.0	Director, Student Financial Aid	$28,890	$26,600	$31,588	33
17.0	Director, Student Placement	$27,769	$24,000	$32,512	29
18.0	Director, Student Counseling	$33,570	$30,350	$36,480	31
19.0	Director, Student Union	$30,000	$26,063	$32,880	27
20.0	Director, Student Health Services	$48,500	$44,613	$53,052	30
21.0	Director, Student Housing	$30,740	$25,800	$33,735	28
22.0	Director, Food Services	$29,000	$26,417	$33,500	15
23.0	Director, Physical Plant	$37,800	$33,000	$41,720	35
24.0	Director, Purchasing	$31,860	$27,273	$34,600	37
25.0	Director, Bookstore	$24,840	$20,929	$27,859	22
26.0	Director, Campus Security	$29,292	$24,758	$32,184	32
27.0	Director, Legal Services	$42,500	$32,750	$44,400	20
28.0	Director, Personnel/Human Resources	$35,000	$30,331	$38,215	39
29.0	Director, Affirmative Action/Equal Employment	$29,450	$24,200	$33,100	33
30.0	Director, Employee Training	$23,000	$19,211	$28,569	13
31.0	Director, Library Services	$42,400	$39,020	$46,000	31
32.0	Director, Computer Center	$39,600	$36,401	$42,800	32
33.0	Director, Information Systems	$37,000	$32,463	$39,840	22
34.0	Director, Information Office	$30,967	$27,648	$35,401	26
35.0	Director, Community Services	$26,959	$23,104	$29,125	6
36.0	Director, Institutional Research	$33,800	$29,194	$38,472	26
37.0	Comptroller	$35,700	$33,000	$42,000	30
38.0	Director, Athletics	$45,000	$41,000	$48,000	32
39.0	Director, Auxiliary Services	$33,592	$30,500	$37,000	16
40.0	Administrator, Grants and Contracts	$33,384	$28,210	$40,000	34
41.0	Chief Development and Public Relations Officer	$49,002	$36,204	$54,000	7
42.0	Chief Planning and Budget Officer	$48,815	$41,800	$52,000	8
43.0	Director, Admissions and Financial Aid	$40,000	$33,300	$44,500	7
44.0	Director, Housing and Food Services	$35,300	$32,754	$41,000	7
46.0	Director, Development and Alumni Affairs	$40,168	$29,125	$41,500	3
47.0	Dean, Architecture	$46,000	$42,000	$48,000	20
48.0	Dean, Agriculture	$50,500	$46,500	$54,700	18
49.0	Dean, Arts and Letters	$46,256	$41,316	$52,200	6
50.0	Dean, Arts and Sciences	$50,000	$47,300	$53,500	23
51.0	Dean, Business	$48,650	$45,000	$52,500	32
52.0	Dean, Communications	$42,307	$40,000	$46,000	12
53.0	Dean, Continuing Education	$41,316	$38,600	$45,200	24
54.0	Dean, Dentistry	$55,800	$51,635	$68,500	6
55.0	Dean, Education	$45,800	$41,316	$48,900	34
56.0	Dean, Engineering	$50,510	$47,110	$55,000	31
57.0	Dean, Extension	$46,400	$41,316	$49,600	9
58.0	Dean, Fine Arts	$43,566	$41,316	$48,500	12
59.0	Dean, Graduate Programs	$45,500	$44,057	$53,500	25
60.0	Dean, Health Related Professions	$41,316	$37,500	$48,600	10
61.0	Dean, Home Economics	$44,742	$41,800	$48,800	13
62.0	Dean, Humanities	$46,100	$39,396	$54,440	7
64.0	Dean, Law	$53,040	$50,046	$58,000	21
65.0	Dean, Library and Information Sciences	$41,482	$33,800	$46,595	16
66.0	Dean, Medicine	$68,300	$60,840	$73,341	12
67.0	Dean, Music	$40,232	$36,204	$46,000	14
68.0	Dean, Nursing	$43,500	$39,720	$47,500	18
70.0	Dean, Pharmacy	$48,120	$44,050	$49,250	16
71.0	Dean, Public Health	$51,600	$42,905	$63,729	3
72.0	Dean, Sciences	$48,400	$39,396	$55,500	12
73.0	Dean, Social Sciences	$45,600	$37,600	$48,150	7
74.0	Dean, Social Work	$42,000	$39,500	$46,000	19
76.0	Dean, Undergraduate Programs	$37,572	$34,098	$43,600	4
77.0	Dean, Veterinary Medicine	$51,000	$50,000	$51,745	10

Table 9
PUBLIC UNIVERSITIES WITH ENROLLMENTS 4,999 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 4,999 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$43,100	$41,002	$51,800	3
2.0	Chief Executive Officer, Single Institution	$46,500	$41,800	$52,360	56
3.0	Executive Vice President	$39,700	$33,000	$42,000	19
4.0	Chief Academic Officer	$38,500	$35,000	$42,672	52
5.0	Chief Planning Officer	$32,000	$25,500	$41,316	18
6.0	Chief Business Officer	$34,400	$30,071	$38,000	55
7.0	Chief Budgeting Officer	$24,530	$20,500	$29,070	19
8.0	Chief Development Officer	$28,000	$24,750	$31,000	23
9.0	Chief Public Relations Officer	$23,740	$20,265	$26,770	24
10.0	Director, Alumni Affairs	$18,000	$16,390	$19,500	27
11.0	Chief Health Professions Officer	$30,000	$21,884	$38,040	5
12.0	Administrator, Hospital Medical Center	$56,100	$37,000	$61,400	4
13.0	Chief Student Affairs Officer	$30,500	$27,225	$34,240	57
14.0	Registrar	$22,500	$19,698	$26,540	55
15.0	Director, Admissions	$20,176	$19,080	$24,599	42
16.0	Director, Student Financial Aid	$20,500	$18,300	$22,428	54
17.0	Director, Student Placement	$19,800	$17,120	$22,996	41
18.0	Director, Student Counseling	$22,644	$19,949	$25,281	31
19.0	Director, Student Union	$18,500	$14,980	$22,648	36
20.0	Director, Student Health Services	$19,987	$15,500	$37,066	30
21.0	Director, Student Housing	$17,800	$14,592	$21,600	34
22.0	Director, Food Services	$21,000	$20,000	$22,140	12
23.0	Director, Physical Plant	$25,860	$24,000	$28,176	54
24.0	Director, Purchasing	$18,000	$15,625	$20,771	37
25.0	Director, Bookstore	$15,675	$13,226	$18,500	38
26.0	Director, Campus Security	$16,962	$15,652	$21,836	42
27.0	Director, Legal Services	$25,156	$22,698	$31,250	10
28.0	Director, Personnel/Human Resources	$21,266	$19,000	$24,500	31
29.0	Director, Affirmative Action/Equal Employment	$22,611	$18,698	$24,950	23
30.0	Director, Employee Training	$19,200	$15,284	$22,987	3
31.0	Director, Library Services	$25,777	$23,380	$30,800	59
32.0	Director, Computer Center	$23,220	$20,462	$27,000	46
33.0	Director, Information Systems	$26,004	$22,550	$29,100	11
34.0	Director, Information Office	$19,000	$17,150	$21,854	26
35.0	Director, Community Services	$18,000	$16,644	$26,800	11
36.0	Director, Institutional Research	$24,924	$22,400	$27,000	29
37.0	Comptroller	$24,398	$21,000	$28,404	31
38.0	Director, Athletics	$26,256	$22,386	$30,056	45
39.0	Director, Auxiliary Services	$19,191	$17,000	$24,000	14
40.0	Administrator, Grants and Contracts	$23,412	$20,000	$33,516	21
41.0	Chief Development and Public Relations Officer	$30,000	$23,716	$33,200	11
42.0	Chief Planning and Budget Officer	$32,990	$23,400	$36,600	7
43.0	Director, Admissions and Financial Aid	$23,787	$21,600	$26,600	4
44.0	Director, Housing and Food Services	$25,100	$20,520	$31,400	3
45.0	Director, Personnel and Affirmative Action	$21,600	$20,226	$26,950	12
46.0	Director, Development and Alumni Affairs	$23,110	$22,365	$30,240	5
48.0	Dean, Agriculture	$30,664	$28,500	$36,760	12
49.0	Dean, Arts and Letters	$28,420	$25,512	$35,040	6
50.0	Dean, Arts and Sciences	$33,000	$32,050	$35,880	23
51.0	Dean, Business	$35,000	$32,000	$36,972	37
52.0	Dean, Communications	$27,360	$20,330	$28,950	5
53.0	Dean, Continuing Education	$29,736	$23,735	$33,500	27
54.0	Dean, Dentistry	$60,600	$57,839	$62,000	3
55.0	Dean, Education	$33,502	$29,000	$37,000	37
56.0	Dean, Engineering	$43,500	$37,632	$47,669	6
57.0	Dean, Extension	$34,008	$28,900	$38,730	11
58.0	Dean, Fine Arts	$31,070	$25,897	$34,598	17
59.0	Dean, Graduate Programs	$35,338	$30,684	$37,706	34
60.0	Dean, Health Related Professions	$37,363	$27,000	$46,000	5
61.0	Dean, Home Economics	$25,700	$24,873	$31,482	9
62.0	Dean, Humanities	$35,700	$27,324	$41,316	10
64.0	Dean, Law	$47,250	$45,000	$50,700	3
65.0	Dean, Library and Information Sciences	$20,100	$17,280	$34,716	3
66.0	Dean, Medicine	$66,000	$52,900	$82,933	6
67.0	Dean, Music	$28,120	$25,984	$30,240	9
68.0	Dean, Nursing	$29,521	$26,450	$35,310	17
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,150	$21,800	$33,000	8
70.0	Dean, Pharmacy	$39,207	$33,635	$49,442	3
72.0	Dean, Sciences	$32,044	$28,665	$37,527	16
73.0	Dean, Social Sciences	$28,245	$24,958	$32,580	12
74.0	Dean, Social Work	$25,120	$24,912	$31,200	6

Table 10
PUBLIC UNIVERSITIES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 75.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$53,631	$46,640	$66,000	7
2.0	Chief Executive Officer, Single Institution	$51,228	$47,000	$54,550	69
3.0	Executive Vice President	$39,000	$35,818	$43,619	19
4.0	Chief Academic Officer	$42,600	$39,000	$45,800	69
5.0	Chief Planning Officer	$32,000	$30,175	$39,000	22
6.0	Chief Business Officer	$38,520	$35,490	$42,036	70
7.0	Chief Budgeting Officer	$29,820	$25,085	$33,936	43
8.0	Chief Development Officer	$31,600	$27,000	$35,460	40
9.0	Chief Public Relations Officer	$29,166	$24,075	$34,000	35
10.0	Director, Alumni Affairs	$20,218	$16,500	$23,400	52
11.0	Chief Health Professions Officer	$55,000	$44,950	$75,000	6
12.0	Administrator, Hospital Medical Center	$30,000	$17,931	$37,960	3
13.0	Chief Student Affairs Officer	$35,700	$33,436	$38,321	74
14.0	Registrar	$26,579	$22,715	$29,400	59
15.0	Director, Admissions	$27,000	$22,900	$29,016	62
16.0	Director, Student Financial Aid	$23,750	$21,054	$25,512	73
17.0	Director, Student Placement	$22,938	$20,185	$26,160	67
18.0	Director, Student Counseling	$26,256	$23,700	$29,016	68
19.0	Director, Student Union	$23,150	$20,352	$25,672	58
20.0	Director, Student Health Services	$40,000	$20,280	$43,128	47
21.0	Director, Student Housing	$21,384	$19,425	$24,170	60
22.0	Director, Food Services	$23,200	$21,396	$24,200	28
23.0	Director, Physical Plant	$28,766	$25,877	$31,600	74
24.0	Director, Purchasing	$21,800	$19,308	$25,000	67
25.0	Director, Bookstore	$21,396	$18,364	$23,928	56
26.0	Director, Campus Security	$19,250	$16,668	$22,980	64
27.0	Director, Legal Services	$29,136	$25,272	$38,750	18
28.0	Director, Personnel/Human Resources	$23,600	$21,300	$26,760	58
29.0	Director, Affirmative Action/Equal Employment	$24,535	$20,600	$28,800	47
30.0	Director, Employee Training	$17,150	$13,000	$26,148	7
31.0	Director, Library Services	$31,680	$29,205	$34,500	70
32.0	Director, Computer Center	$30,420	$26,082	$34,070	65
33.0	Director, Information Systems	$28,900	$24,075	$32,200	18
34.0	Director, Information Office	$23,600	$20,357	$26,304	42
35.0	Director, Community Services	$24,000	$22,020	$29,000	16
36.0	Director, Institutional Research	$28,536	$25,335	$31,800	55
37.0	Comptroller	$28,000	$25,600	$30,760	52
38.0	Director, Athletics	$30,300	$27,743	$33,509	62
39.0	Director, Auxiliary Services	$27,144	$23,376	$31,032	26
40.0	Administrator, Grants and Contracts	$26,050	$21,744	$30,508	39
41.0	Chief Development and Public Relations Officer	$37,380	$35,556	$40,200	9
42.0	Chief Planning and Budget Officer	$34,000	$33,440	$40,000	6
44.0	Director, Housing and Food Services	$25,356	$24,273	$29,900	8
45.0	Director, Personnel and Affirmative Action	$27,084	$24,742	$32,285	7
46.0	Director, Development and Alumni Affairs	$27,200	$22,400	$31,810	13
47.0	Dean, Architecture	$38,500	$28,000	$40,600	3
48.0	Dean, Agriculture	$39,000	$35,486	$41,000	17
49.0	Dean, Arts and Letters	$36,000	$35,486	$39,092	14
50.0	Dean, Arts and Sciences	$38,273	$36,300	$41,604	53
51.0	Dean, Business	$37,000	$35,200	$40,150	68
52.0	Dean, Communications	$30,933	$29,119	$33,552	15
53.0	Dean, Continuing Education	$30,715	$26,780	$33,709	47
55.0	Dean, Education	$37,956	$34,600	$40,350	66
56.0	Dean, Engineering	$40,700	$37,016	$48,000	23
57.0	Dean, Extension	$37,284	$31,032	$38,500	13
58.0	Dean, Fine Arts	$35,486	$33,500	$38,500	28
59.0	Dean, Graduate Programs	$36,130	$34,473	$40,145	59
60.0	Dean, Health Related Professions	$35,700	$33,883	$36,640	15
61.0	Dean, Home Economics	$34,949	$28,140	$38,400	15
62.0	Dean, Humanities	$36,800	$35,000	$38,500	13
63.0	Dean, Instruction	$29,128	$28,700	$32,112	3
64.0	Dean, Law	$44,000	$43,400	$46,810	11
65.0	Dean, Library and Information Sciences	$32,595	$30,000	$33,960	9
66.0	Dean, Medicine	$62,653	$55,000	$70,620	11
67.0	Dean, Music	$29,467	$28,212	$32,395	15
68.0	Dean, Nursing	$35,724	$32,800	$39,544	36
69.0	Dean, Occupation Studies/Vocational Education/Technology	$34,600	$31,325	$36,516	18
70.0	Dean, Pharmacy	$36,300	$35,528	$44,500	10
72.0	Dean, Sciences	$35,700	$33,912	$41,316	20
73.0	Dean, Social Sciences	$32,800	$30,144	$38,016	12
74.0	Dean, Social Work	$32,067	$26,400	$33,500	9
75.0	Dean, Special Programs	$36,000	$30,228	$36,336	3
76.0	Dean, Undergraduate Programs	$35,361	$35,150	$36,700	4

Table 11

PUBLIC UNIVERSITIES WITH ENROLLMENTS 10,000-19,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 thru 19,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 74.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,000	$50,000	$58,200	9
2.0	Chief Executive Officer, Single Institution	$57,000	$54,500	$60,500	65
3.0	Executive Vice President	$47,351	$45,903	$54,000	24
4.0	Chief Academic Officer	$49,430	$46,400	$53,000	70
5.0	Chief Planning Officer	$41,420	$35,300	$43,550	29
6.0	Chief Business Officer	$45,000	$41,316	$47,500	71
7.0	Chief Budgeting Officer	$30,995	$27,000	$34,905	48
8.0	Chief Development Officer	$34,500	$31,500	$42,000	46
9.0	Chief Public Relations Officer	$34,500	$30,000	$40,450	46
10.0	Director, Alumni Affairs	$25,000	$21,696	$28,479	63
11.0	Chief Health Professions Officer	$58,750	$49,017	$64,601	16
12.0	Administrator, Hospital Medical Center	$51,020	$39,600	$57,028	12
13.0	Chief Student Affairs Officer	$41,265	$38,100	$43,340	66
14.0	Registrar	$27,531	$25,584	$33,185	68
15.0	Director, Admissions	$28,750	$25,440	$32,100	70
16.0	Director, Student Financial Aid	$25,120	$23,000	$27,540	72
17.0	Director, Student Placement	$25,123	$21,979	$28,090	70
18.0	Director, Student Counseling	$28,000	$26,292	$31,800	64
19.0	Director, Student Union	$25,740	$20,940	$29.900	61
20.0	Director, Student Health Services	$41,951	$36,110	$47,336	62
21.0	Director, Student Housing	$25,300	$21,696	$29,153	60
22.0	Director, Food Services	$26,916	$23,560	$29,376	41
23.0	Director, Physical Plant	$32,232	$30,600	$35,000	68
24.0	Director, Purchasing	$25,500	$22,692	$29,005	69
25.0	Director, Bookstore	$24,000	$20,800	$26,795	60
26.0	Director, Campus Security	$25,600	$22,428	$29,408	69
27.0	Director, Legal Services	$34,500	$27,500	$38,675	38
28.0	Director, Personnel/Human Resources	$28,903	$26,300	$33,108	64
29.0	Director, Affirmative Action/Equal Employment	$24,828	$22,620	$29,088	56
30.0	Director, Employee Training	$20,500	$19,400	$24,295	17
31.0	Director, Library Services	$37,450	$34,450	$41,050	71
32.0	Director, Computer Center	$35,000	$31,351	$39,636	62
33.0	Director, Information Systems	$32,500	$26,620	$36,915	28
34.0	Director, Information Office	$25,000	$22,000	$29,233	49
35.0	Director, Community Services	$24,578	$22,205	$37,200	15
36.0	Director, Institutional Research	$31,200	$26,400	$36,720	56
37.0	Comptroller	$33,082	$30,700	$36,132	56
38.0	Director, Athletics	$35,400	$31,827	$39,558	65
39.0	Director, Auxiliary Services	$30,700	$28,968	$36,342	39
40.0	Administrator, Grants and Contracts	$29,964	$25,018	$35,000	63
41.0	Chief Development and Public Relations Officer	$40,260	$35,820	$45,000	16
42.0	Chief Planning and Budget Officer	$38,784	$36,380	$46,000	9
44.0	Director, Housing and Food Services	$31,298	$25,000	$35,000	7
45.0	Director, Personnel and Affirmative Action	$26,256	$22,550	$31,984	5
46.0	Director, Development and Alumni Affairs	$29,500	$29,000	$39,492	6
47.0	Dean, Architecture	$41,316	$39,000	$45,150	20
48.0	Dean, Agriculture	$44,600	$41,316	$49,560	19
49.0	Dean, Arts and Letters	$40,300	$37,572	$41,600	11
50.0	Dean, Arts and Sciences	$44,000	$41,500	$48,110	48
51.0	Dean, Business	$44,000	$41,316	$46,920	66
52.0	Dean, Communications	$39,590	$33,500	$42,200	12
53.0	Dean, Continuing Education	$38,160	$33,300	$41,316	55
54.0	Dean, Dentistry	$57,100	$53,100	$62,450	9
55.0	Dean, Education	$42,400	$41,000	$45,800	63
56.0	Dean, Engineering	$44,300	$41,316	$49,560	47
57.0	Dean, Extension	$38,472	$30,190	$42,800	19
58.0	Dean, Fine Arts	$40,364	$36,500	$43,500	34
59.0	Dean, Graduate Programs	$41,316	$38,700	$44,715	64
60.0	Dean, Health Related Professions	$42,500	$36,400	$45,500	23
61.0	Dean, Home Economics	$40,413	$36,400	$44,300	19
62.0	Dean, Humanities	$41,316	$37,572	$46,000	12
64.0	Dean, Law	$49,000	$46,190	$57,300	22
65.0	Dean, Library and Information Sciences	$35,640	$34,600	$40,000	18
66.0	Dean, Medicine	$68,000	$62,500	$72,572	14
67.0	Dean, Music	$37,982	$34,020	$41,535	16
68.0	Dean, Nursing	$42,985	$38,770	$45,000	31
69.0	Dean, Occupation Studies/Vocational Education/Technology	$38,832	$34,000	$41,000	12
70.0	Dean, Pharmacy	$48,580	$46,200	$50,550	9
71.0	Dean, Public Health	$63,600	$35,028	$77,425	3
72.0	Dean, Sciences	$44,000	$41,316	$48,925	23
73.0	Dean, Social Sciences	$41,316	$39,630	$45,000	12
74.0	Dean, Social Work	$43,866	$36,780	$45,100	23
76.0	Dean, Undergraduate Programs	$38,239	$33,192	$41,316	14
77.0	Dean, Veterinary Medicine	$50,825	$49,200	$55,000	7

Table 12
PUBLIC UNIVERSITITES WITH ENROLLMENTS 20,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 20,000 or more.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 40.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$65,800	$59,360	$71,100	21
2.0	Chief Executive Officer, Single Institution	$60,480	$55,600	$66,500	25
3.0	Executive Vice President	$51,135	$46,536	$59,500	19
4.0	Chief Academic Officer	$52,358	$48,000	$56,500	34
5.0	Chief Planning Officer	$45,000	$40,600	$48,815	20
6.0	Chief Business Officer	$48,049	$43,650	$52,700	38
7.0	Chief Budgeting Officer	$33,920	$29,000	$40,000	30
8.0	Chief Development Officer	$41,316	$33,108	$46,000	15
9.0	Chief Public Relations Officer	$38,800	$29,000	$43,245	23
10.0	Director, Alumni Affairs	$31,572	$27,548	$34,900	22
11.0	Chief Health Professions Officer	$55,000	$45,000	$64,114	10
12.0	Administrator, Hospital Medical Center	$55,000	$42,213	$69,000	13
13.0	Chief Student Affairs Officer	$45,857	$41,316	$48,000	31
14.0	Registrar	$31,223	$27,900	$34,700	28
15.0	Director, Admissions	$29,300	$28,000	$33,854	30
16.0	Director, Student Financial Aid	$28,890	$26,400	$31,588	32
17.0	Director, Student Placement	$27,769	$24,000	$32,512	28
18.0	Director, Student Counseling	$33,570	$30,350	$36,480	30
19.0	Director, Student Union	$30,000	$26,063	$32,880	27
20.0	Director, Student Health Services	$48,500	$44,613	$53,052	29
21.0	Director, Student Housing	$31,000	$26,000	$34,230	27
22.0	Director, Food Services	$29,000	$27,000	$33,500	14
23.0	Director, Physical Plant	$37,640	$33,000	$41,720	34
24.0	Director, Purchasing	$31,860	$27,273	$34,600	36
25.0	Director, Bookstore	$24,840	$20,929	$27,725	21
26.0	Director, Campus Security	$30,224	$25,025	$33,000	31
27.0	Director, Legal Services	$42,500	$32,750	$44,400	20
28.0	Director, Personnel/Human Resources	$34,000	$30,331	$38,215	38
29.0	Director, Affirmative Action/Equal Employment	$29,420	$24,200	$33,100	32
30.0	Director, Employee Training	$23,000	$19,211	$28,569	13
31.0	Director, Library Services	$41,975	$39,020	$45,800	30
32.0	Director, Computer Center	$39,600	$36,401	$43 000	31
33.0	Director, Information Systems	$37,800	$33,000	$39,840	21
34.0	Director, Information Office	$31,572	$27,648	$35,401	25
35.0	Director, Community Services	$26,959	$23,104	$29,125	6
36.0	Director, Institutional Research	$33,800	$29,194	$37,000	25
37.0	Comptroller	$35,700	$33,000	$42,000	29
38.0	Director, Athletics	$45,000	$41,000	$48,800	31
39.0	Director, Auxiliary Services	$33,592	$30,500	$37,900	15
40.0	Administrator, Grants and Contracts	$33,403	$28,210	$40,000	33
41.0	Chief Development and Public Relations Officer	$49,002	$36,204	$54,000	7
42.0	Chief Planning and Budget Officer	$48,815	$41,800	$52,000	8
43.0	Director, Admissions and Financial Aid	$40,000	$33,300	$44,500	7
44.0	Director, Housing and Food Services	$35,300	$32,754	$41,000	7
46.0	Director, Development and Alumni Affairs	$40,168	$29,125	$41,500	3
47.0	Dean, Architecture	$46,000	$42,000	$48,000	19
48.0	Dean, Agriculture	$50,500	$46,500	$54,700	18
49.0	Dean, Arts and Letters	$46,256	$41,316	$52,200	6
50.0	Dean, Arts and Sciences	$48,750	$47,300	$53,500	22
51.0	Dean, Business	$48,650	$45,000	$52,500	31
52.0	Dean, Communications	$42,307	$40,000	$46,000	11
53.0	Dean, Continuing Education	$41,316	$38,600	$45,200	23
54.0	Dean, Dentistry	$55,800	$51,635	$68,500	5
55.0	Dean, Education	$45,800	$41,316	$48,500	33
56.0	Dean, Engineering	$50,510	$47,110	$55,000	31
57.0	Dean, Extension	$46,400	$41,316	$49,600	9
58.0	Dean, Fine Arts	$43,566	$41,316	$48,500	11
59.0	Dean, Graduate Programs	$45,500	$44,057	$53,500	25
60.0	Dean, Health Related Professions	$41,316	$37,500	$48,600	10
61.0	Dean, Home Economics	$44,742	$41,800	$48,800	13
62.0	Dean, Humanities	$46,100	$39,396	$54,440	7
64.0	Dean, Law	$52,500	$50,000	$56,700	20
65.0	Dean, Library and Information Sciences	$41,482	$33,800	$46,595	15
66.0	Dean, Medicine	$68,300	$60,840	$73,341	11
67.0	Dean, Music	$40,232	$36,204	$46,000	14
68.0	Dean, Nursing	$43,500	$39,720	$47,500	18
70.0	Dean, Pharmacy	$48,120	$44,050	$49,250	15
71.0	Dean, Public Health	$51,600	$42,905	$63,729	3
72.0	Dean, Sciences	$48,400	$39,396	$55,500	11
73.0	Dean, Social Sciences	$40,380	$37,600	$46,806	6
74.0	Dean, Social Work	$41,750	$39,500	$44,280	18
76.0	Dean, Undergraduate Programs	$37,572	$34,098	$43,600	4
77.0	Dean, Veterinary Medicine	$51,000	$50,000	$51,745	10

Table 13

PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$47,300	$40,000	$55,000	28
3.0	Executive Vice President	$30,240	$28,500	$40,000	10
4.0	Chief Academic Officer	$37,960	$32,604	$40,180	25
5.0	Chief Planning Officer	$25,988	$22,815	$38,800	3
6.0	Chief Business Officer	$34,700	$27,607	$40,000	23
7.0	Chief Budgeting Officer	$18,500	$15,000	$28,918	6
8.0	Chief Development Officer	$30,120	$24,500	$36,072	26
9.0	Chief Public Relations Officer	$18,600	$16,365	$22,740	19
10.0	Director, Alumni Affairs	$18,000	$16,050	$20,140	27
11.0	Chief Health Professions Officer	$32,000	$17,039	$33,100	3
13.0	Chief Student Affairs Officer	$25,388	$22,936	$28,000	25
14.0	Registrar	$20,000	$16,050	$24,200	28
15.0	Director, Admissions	$22,900	$20,300	$25,000	29
16.0	Director, Student Financial Aid	$16,900	$14,011	$19,694	28
17.0	Director, Student Placement	$15,334	$13,275	$18,500	20
18.0	Director, Student Counseling	$17,500	$15,435	$20,507	22
19.0	Director, Student Union	$14,170	$12,717	$17,600	18
20.0	Director, Student Health Services	$16,000	$12,168	$41,333	10
21.0	Director, Student Housing	$14,841	$12,600	$19,100	21
22.0	Director, Food Services	$16,600	$15,260	$19,250	8
23.0	Director, Physical Plant	$21,694	$19,694	$24,000	28
24.0	Director, Purchasing	$15,500	$12,850	$17,980	13
25.0	Director, Bookstore	$13,900	$12,300	$15,275	23
26.0	Director, Campus Security	$14,400	$12,600	$18,750	16
28.0	Director, Personnel/Human Resources	$19,000	$13,000	$23,800	8
29.0	Director, Affirmative Action/Equal Employment	$24,100	$13,000	$28,885	5
31.0	Director, Library Services	$22,464	$17,500	$24,564	29
32.0	Director, Computer Center	$22,800	$18,000	$25,200	25
33.0	Director, Information Systems	$28,500	$21,000	$42,100	3
34.0	Director, Information Office	$15,233	$12,700	$18,900	9
35.0	Director, Community Services	$13,236	$8,903	$23,550	3
36.0	Director, Institutional Research	$21,000	$18,000	$27,275	9
37.0	Comptroller	$22,000	$19,600	$24,700	25
38.0	Director, Athletics	$22,515	$19,000	$26,500	21
39.0	Director, Auxiliary Services	$24,036	$21,327	$26,750	8
40.0	Administrator, Grants and Contracts	$28,800	$17,500	$39,800	7
41.0	Chief Development and Public Relations Officer	$30,559	$16,050	$31,745	3
42.0	Chief Planning and Budget Officer	$33,000	$19,659	$36,000	7
45.0	Director, Personnel and Affirmative Action	$18,998	$17,500	$19,260	5
50.0	Dean, Arts and Sciences	$30,000	$27,500	$32,000	8
51.0	Dean, Business	$31,500	$28,500	$32,000	10
53.0	Dean, Continuing Education	$23,000	$22,470	$24,799	6
55.0	Dean, Education	$24,817	$23,200	$27,795	9
58.0	Dean, Fine Arts	$23,207	$18,324	$24,500	4
59.0	Dean, Graduate Programs	$25,775	$22,042	$43,000	11
62.0	Dean, Humanities	$24,078	$20,000	$29,611	6
64.0	Dean, Law	$44,000	$17,128	$44,690	4
67.0	Dean, Music	$20,000	$17,720	$20,350	4
68.0	Dean, Nursing	$26,800	$25,500	$32,100	6
72.0	Dean, Sciences	$23,447	$22,000	$32,517	5
73.0	Dean, Social Sciences	$22,075	$21,144	$22,808	5
76.0	Dean, Undergraduate Programs	$21,735	$21,516	$31,108	5

Table 14
PRIVATE UNIVERSITIES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 30.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,000	$51,000	$65,000	3
2.0	Chief Executive Officer, Single Institution	$51,360	$47,500	$64,264	24
3.0	Executive Vice President	$39,590	$33,994	$45,000	6
4.0	Chief Academic Officer	$39,600	$33,888	$44,000	25
5.0	Chief Planning Officer	$24,000	$20,550	$31,560	6
6.0	Chief Business Officer	$36,350	$31,000	$43,000	28
7.0	Chief Budgeting Officer	$25,700	$21,500	$35,050	9
8.0	Chief Development Officer	$36,500	$31,485	$41,400	21
9.0	Chief Public Relations Officer	$20,894	$18,000	$25,000	16
10.0	Director, Alumni Affairs	$17,500	$16,000	$22,000	22
13.0	Chief Student Affairs Officer	$30,800	$26,714	$32,635	29
14.0	Registrar	$20,400	$19,178	$23,775	29
15.0	Director, Admissions	$22,946	$20,400	$25,000	23
16.0	Director, Student Financial Aid	$20,000	$17,973	$21,753	26
17.0	Director, Student Placement	$17,795	$14,136	$20,600	25
18.0	Director, Student Counseling	$20,638	$20,250	$23,782	20
19.0	Director, Student Union	$19,000	$16,388	$22,000	13
20.0	Director, Student Health Services	$20,000	$15,711	$32,000	11
21.0	Director, Student Housing	$16,000	$14,500	$20,315	21
22.0	Director, Food Services	$19,998	$18,725	$22,800	10
23.0	Director, Physical Plant	$22,400	$20,473	$28,358	30
24.0	Director, Purchasing	$16,463	$12,100	$20,500	17
25.0	Director, Bookstore	$15,971	$14,180	$17,370	18
26.0	Director, Campus Security	$16,050	$12,000	$19,039	27
27.0	Director, Legal Services	$23,500	$20,500	$29,000	4
28.0	Director, Personnel/Human Resources	$19,800	$18,600	$27,466	15
29.0	Director, Affirmative Action/Equal Employment	$18,600	$17,000	$19,760	5
31.0	Director, Library Services	$24,600	$21,200	$28,100	25
32.0	Director, Computer Center	$24,300	$22,150	$27,000	18
33.0	Director, Information Systems	$27,500	$27,000	$28,983	6
34.0	Director, Information Office	$19,000	$14,650	$20,514	9
35.0	Director, Community Services	$12,771	$9,919	$16,000	3
36.0	Director, Institutional Research	$25,000	$17,000	$26,750	7
37.0	Comptroller	$26,200	$22,416	$29,000	23
38.0	Director, Athletics	$25,000	$18,700	$28,320	24
39.0	Director, Auxiliary Services	$22,100	$19,750	$35,300	7
40.0	Administrator, Grants and Contracts	$16,000	$15,087	$26,265	6
41.0	Chief Development and Public Relations Officer	$33,056	$28,000	$36,515	8
43.0	Director, Admissions and Financial Aid	$23,775	$21,800	$25,500	4
45.0	Director, Personnel and Affirmative Action	$21,778	$18,942	$26,925	9
50.0	Dean, Arts and Sciences	$31,400	$28,000	$37,250	22
51.0	Dean, Business	$33,800	$29,000	$36,360	20
53.0	Dean, Continuing Education	$22,145	$20,000	$28,623	16
55.0	Dean, Education	$28,500	$26,400	$33,000	12
56.0	Dean, Engineering	$35,200	$27,000	$42,673	10
58.0	Dean, Fine Arts	$37,114	$28,000	$37,250	3
59.0	Dean, Graduate Programs	$32,000	$26,500	$40,000	13
62.0	Dean, Humanities	$28,025	$24,350	$29,011	5
64.0	Dean, Law	$49,000	$47,600	$51,500	11
66.0	Dean, Medicine	$61,200	$31,800	$69,500	3
67.0	Dean, Music	$31,803	$25,864	$35,200	7
68.0	Dean, Nursing	$30,360	$25,685	$32,870	11
70.0	Dean, Pharmacy	$38,000	$37,250	$39,900	3
72.0	Dean, Sciences	$23,870	$21,606	$32,920	4
73.0	Dean, Social Sciences	$26,660	$24,390	$46,350	3
76.0	Dean, Undergraduate Programs	$30,100	$23,440	$30,200	3

Table 15
PRIVATE UNIVERSITIES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 50.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$70,000	$56,800	$70,000	3
2.0	Chief Executive Officer, Single Institution	$65,000	$60,000	$76,000	41
3.0	Executive Vice President	$59,000	$47,000	$64,200	17
4.0	Chief Academic Officer	$50,925	$45,000	$58,000	39
5.0	Chief Planning Officer	$44,674	$32,000	$51,000	12
6.0	Chief Business Officer	$47,500	$42,000	$53,300	40
7.0	Chief Budgeting Officer	$35,000	$26,600	$37,000	24
8.0	Chief Development Officer	$45,000	$39,000	$55,300	36
9.0	Chief Public Relations Officer	$31,500	$25,000	$38,400	31
10.0	Director, Alumni Affairs	$25,388	$19,207	$32,500	43
11.0	Chief Health Professions Officer	$62,000	$51,500	$75,900	11
12.0	Administrator, Hospital Medical Center	$61,506	$36,000	$62,700	4
13.0	Chief Student Affairs Officer	$35,510	$32,500	$40,300	43
14.0	Registrar	$26,750	$24,800	$30,000	46
15.0	Director, Admissions	$29,500	$24,240	$32,300	41
16.0	Director, Student Financial Aid	$24,900	$22,000	$28,404	45
17.0	Director, Student Placement	$22,280	$19,487	$25,800	46
18.0	Director, Student Counseling	$25,000	$22,245	$30,824	38
19.0	Director, Student Union	$21,575	$16,905	$24,702	32
20.0	Director, Student Health Services	$36,300	$20,000	$46,500	36
21.0	Director, Student Housing	$21,000	$18,000	$25,700	40
22.0	Director, Food Services	$28,000	$23,029	$33,500	22
23.0	Director, Physical Plant	$32,500	$27,000	$37,500	48
24.0	Director, Purchasing	$24,000	$21,200	$27,175	41
25.0	Director, Bookstore	$23,032	$20,200	$27,000	33
26.0	Director, Campus Security	$22,764	$19,000	$25,517	43
27.0	Director, Legal Services	$40,000	$33,500	$45,500	13
28.0	Director, Personnel/Human Resources	$32,550	$23,175	$38,200	36
29.0	Director, Affirmative Action/Equal Employment	$27,400	$21,000	$30,400	30
30.0	Director, Employee Training	$22,500	$19,467	$27,200	9
31.0	Director, Library Services	$33,500	$30,000	$40,000	46
32.0	Director, Computer Center	$32,700	$28,798	$38,000	39
33.0	Director, Information Systems	$32,500	$28,798	$39,000	30
34.0	Director, Information Office	$25,000	$20,370	$32,000	26
35.0	Director, Community Services	$24,000	$16,100	$34,200	12
36.0	Director, Institutional Research	$27,500	$22,652	$33,300	24
37.0	Comptroller	$33,444	$30,000	$40,000	42
38.0	Director, Athletics	$34,500	$30,000	$39,330	42
39.0	Director, Auxiliary Services	$31,000	$27,000	$37,000	15
40.0	Administrator, Grants and Contracts	$28,616	$25,767	$35,400	35
41.0	Chief Development and Public Relations Officer	$46,500	$40,000	$54,000	9
42.0	Chief Planning and Budget Officer	$40,000	$29,000	$42,500	8
43.0	Director, Admissions and Financial Aid	$34,500	$30,000	$35,200	9
44.0	Director, Housing and Food Services	$30,100	$28,200	$36,650	7
45.0	Director, Personnel and Affirmative Action	$28,896	$23,100	$33,300	10
46.0	Director, Development and Alumni Affairs	$29,970	$29,160	$42,800	5
47.0	Dean, Architecture	$42,019	$37,064	$44,000	8
49.0	Dean, Arts and Letters	$35,000	$35,000	$35,700	4
50.0	Dean, Arts and Sciences	$43,700	$38,400	$50,800	37
51.0	Dean, Business	$45,000	$42,000	$50,000	39
52.0	Dean, Communications	$39,800	$35,700	$45,700	8
53.0	Dean, Continuing Education	$34,000	$30,000	$39,000	29
54.0	Dean, Dentistry	$56,500	$53,600	$60,995	11
55.0	Dean, Education	$38,000	$32,500	$42,300	31
56.0	Dean, Engineering	$45,000	$41,700	$52,500	28
57.0	Dean, Extension	$40,000	$34,020	$43,000	9
58.0	Dean, Fine Arts	$41,200	$33,850	$46,900	12
59.0	Dean, Graduate Programs	$39,000	$35,760	$44,200	33
60.0	Dean, Health Related Professions	$36,000	$34,700	$42,777	6
62.0	Dean, Humanities	$32,000	$28,430	$46,000	3
64.0	Dean, Law	$52,500	$50,000	$59,000	30
65.0	Dean, Library and Information Sciences	$43,827	$39,000	$47,250	5
66.0	Dean, Medicine	$80,000	$72,000	$88,000	14
67.0	Dean, Music	$33,000	$31,398	$52,800	10
68.0	Dean, Nursing	$41,485	$37,500	$42,525	17
70.0	Dean, Pharmacy	$50,000	$47,850	$56,710	5
71.0	Dean, Public Health	$63,000	$51,758	$72,000	3
72.0	Dean, Sciences	$47,768	$40,000	$57,600	6
73.0	Dean, Social Sciences	$48,150	$26,500	$52,800	3
74.0	Dean, Social Work	$41,300	$35,000	$45,500	12
76.0	Dean, Undergraduate Programs	$37,500	$32,100	$46,500	7

Table 16
4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 59.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$28,772	$24,000	$35,310	55
3.0	Executive Vice President	$21,334	$18,500	$24,400	12
4.0	Chief Academic Officer	$21,750	$18,000	$27,500	54
5.0	Chief Planning Officer	$17,412	$16,600	$22,873	4
6.0	Chief Business Officer	$18,530	$15,000	$23,540	55
7.0	Chief Budgeting Officer	$15,000	$15,000	$15,600	4
8.0	Chief Development Officer	$16,000	$13,868	$24,000	35
9.0	Chief Public Relations Officer	$13,800	$12,000	$16,284	25
10.0	Director, Alumni Affairs	$11,600	$10,667	$13,800	19
13.0	Chief Student Affairs Officer	$15,210	$12,804	$20,000	42
14.0	Registrar	$12,800	$10,000	$14,400	46
15.0	Director, Admissions	$14,300	$13,000	$18,020	34
16.0	Director, Student Financial Aid	$12,000	$10,000	$13,500	38
17.0	Director, Student Placement	$11,600	$10,500	$13,483	12
18.0	Director, Student Counseling	$14,000	$11,600	$15,600	15
19.0	Director, Student Union	$9,460	$8,000	$10,700	5
20.0	Director, Student Health Services	$12,540	$10,347	$16,491	11
21.0	Director, Student Housing	$12,000	$11,400	$14,980	11
22.0	Director, Food Services	$13,600	$9,995	$16,600	12
23.0	Director, Physical Plant	$15,000	$12,730	$17,176	31
24.0	Director, Purchasing	$10,008	$7,500	$14,265	3
25.0	Director, Bookstore	$10,000	$8,640	$11,813	29
26.0	Director, Campus Security	$11,536	$8,000	$14,507	7
28.0	Director, Personnel/Human Resources	$13,300	$11,000	$22,205	3
31.0	Director, Library Services	$14,445	$12,500	$16,885	46
32.0	Director, Computer Center	$17,400	$11,070	$17,764	4
34.0	Director, Information Office	$8,760	$8,640	$13,800	3
36.0	Director, Institutional Research	$17,000	$16,931	$18,000	8
37.0	Comptroller	$14,000	$9,096	$17,000	8
38.0	Director, Athletics	$14,667	$12,000	$17,765	21
40.0	Administrator, Grants and Contracts	$14,500	$14,140	$16,800	6
41.0	Chief Development and Public Relations Officer	$14,800	$14,000	$19,020	5
43.0	Director, Admissions and Financial Aid	$15,000	$11,000	$18,500	11
46.0	Director, Development and Alumni Affairs	$19,000	$14,900	$22,725	3
51.0	Dean, Business	$15,300	$14,720	$16,933	6
53.0	Dean, Continuing Education	$17,000	$12,000	$19,260	7
55.0	Dean, Education	$22,860	$18,780	$24,150	6
58.0	Dean, Fine Arts	$13,112	$10,080	$23,250	4
59.0	Dean, Graduate Programs	$24,211	$19,356	$30,058	3
62.0	Dean, Humanities	$16,008	$14,124	$19,200	6
68.0	Dean, Nursing	$22,464	$17,821	$24,100	4
72.0	Dean, Sciences	$20,071	$19,200	$22,667	4
73.0	Dean, Social Sciences	$19,200	$15,523	$22,950	8
74.0	Dean, Social Work	$10,000	$9,750	$10,080	4

Table 17
4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 140.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$38,000	$32,800	$43,870	136
3.0	Executive Vice President	$29,500	$25,700	$37,000	28
4.0	Chief Academic Officer	$27,000	$25,000	$30,000	131
5.0	Chief Planning Officer	$22,260	$19,624	$30,300	15
6.0	Chief Business Officer	$25,500	$21,400	$28,248	126
7.0	Chief Budgeting Officer	$22,000	$21,000	$25,066	13
8.0	Chief Development Officer	$24,000	$20,000	$27,500	108
9.0	Chief Public Relations Officer	$15,000	$12,500	$17,250	96
10.0	Director, Alumni Affairs	$13,500	$11,200	$16,222	91
11.0	Chief Health Professions Officer	$15,500	$11,777	$27,244	7
13.0	Chief Student Affairs Officer	$20,136	$18,000	$22,800	134
14.0	Registrar	$16,000	$13,500	$18,917	129
15.0	Director, Admissions	$18,000	$15,400	$20,500	119
16.0	Director, Student Financial Aid	$14,000	$12,125	$16,220	121
17.0	Director, Student Placement	$14,133	$12,000	$16,500	95
18.0	Director, Student Counseling	$15,177	$13,333	$17,333	60
19.0	Director, Student Union	$13,000	$10,560	$15,500	35
20.0	Director, Student Health Services	$12,000	$10,500	$14,400	58
21.0	Director, Student Housing	$12,000	$10,667	$13,800	63
22.0	Director, Food Services	$17,200	$15,000	$19,474	30
23.0	Director, Physical Plant	$17,000	$15,200	$20,000	119
24.0	Director, Purchasing	$14,700	$11,400	$18,632	27
25.0	Director, Bookstore	$10,100	$8,750	$12,582	99
26.0	Director, Campus Security	$11,400	$9,565	$13,100	44
28.0	Director, Personnel/Human Resources	$12,720	$11,400	$19,200	14
29.0	Director, Affirmative Action/Equal Employment	$19,367	$10,500	$30,300	7
31.0	Director, Library Services	$17,250	$15,500	$19,600	130
32.0	Director, Computer Center	$16,800	$13,550	$20,132	52
33.0	Director, Information Systems	$16,750	$15,000	$17,078	8
34.0	Director, Information Office	$13,320	$11,200	$15,750	26
35.0	Director, Community Services	$17,900	$11,000	$19,350	13
36.0	Director, Institutional Research	$18,600	$15,900	$21,400	27
37.0	Comptroller	$16,350	$14,020	$19,311	70
38.0	Director, Athletics	$18,510	$15,420	$21,500	89
39.0	Director, Auxiliary Services	$18,000	$13,518	$19,367	9
40.0	Administrator, Grants and Contracts	$18,725	$16,100	$20,900	25
41.0	Chief Development and Public Relations Officer	$21,833	$17,000	$29,000	12
42.0	Chief Planning and Budget Officer	$19,500	$19,000	$31,700	6
43.0	Director, Admissions and Financial Aid	$19,414	$15,000	$23,100	15
45.0	Director, Personnel and Affirmative Action	$16,500	$13,500	$19,367	11
46.0	Director, Development and Alumni Affairs	$21,500	$17,500	$23,800	8
49.0	Dean, Arts and Letters	$21,100	$17,765	$23,729	7
50.0	Dean, Arts and Sciences	$20,133	$19,200	$24,499	6
51.0	Dean, Business	$22,896	$19,333	$24,933	25
53.0	Dean, Continuing Education	$18,000	$16,000	$21,000	31
55.0	Dean, Education	$21,000	$19,467	$23,722	29
56.0	Dean, Engineering	$26,911	$22,080	$28,985	5
58.0	Dean, Fine Arts	$21,250	$17,832	$24,806	14
59.0	Dean, Graduate Programs	$20,592	$18,000	$22,200	8
60.0	Dean, Health Related Professions	$21,700	$19,500	$21,960	5
61.0	Dean, Home Economics	$17,600	$15,733	$24,133	3
62.0	Dean, Humanities	$20,400	$18,000	$25,680	22
67.0	Dean, Music	$18,048	$17,422	$22,500	9
68.0	Dean, Nursing	$21,935	$18,000	$26,250	14
69.0	Dean, Occupation Studies/Vocational Education/Technology	$23,100	$18,932	$29,466	7
72.0	Dean, Sciences	$21,944	$19,700	$25,224	27
73.0	Dean, Social Sciences	$20,189	$18,933	$22,833	25
76.0	Dean, Undergraduate Programs	$20,532	$19,000	$28,448	3

Table 18
4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 201.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$38,520	$52,000	196
3.0	Executive Vice President	$32,500	$28,300	$37,300	46
4.0	Chief Academic Officer	$33,705	$28,000	$37,200	185
5.0	Chief Planning Officer	$27,000	$24,100	$32,942	38
6.0	Chief Business Officer	$31,100	$26,400	$36,500	194
7.0	Chief Budgeting Officer	$24,149	$17,120	$28,824	38
8.0	Chief Development Officer	$28,843	$25,440	$34,400	142
9.0	Chief Public Relations Officer	$19,080	$16,000	$23,000	124
10.0	Director, Alumni Affairs	$16,500	$13,910	$21,000	152
11.0	Chief Health Professions Officer	$30,000	$23,050	$40,000	9
13.0	Chief Student Affairs Officer	$25,600	$22,200	$28,890	192
14.0	Registrar	$19,500	$16,000	$22,140	186
15.0	Director, Admissions	$21,444	$18,000	$25,700	177
16.0	Director, Student Financial Aid	$17,500	$15,480	$20,004	195
17.0	Director, Student Placement	$16,933	$14,607	$19,750	162
18.0	Director, Student Counseling	$18,947	$16,000	$21,978	125
19.0	Director, Student Union	$15,255	$13,230	$19,020	100
20.0	Director, Student Health Services	$14,947	$12,000	$27,875	110
21.0	Director, Student Housing	$14,960	$12,600	$17,750	146
22.0	Director, Food Services	$19,850	$17,400	$22,500	61
23.0	Director, Physical Plant	$20,500	$17,600	$24,000	184
24.0	Director, Purchasing	$16,000	$13,785	$19,000	99
25.0	Director, Bookstore	$13,500	$11,048	$16,260	138
26.0	Director, Campus Security	$15,000	$12,740	$17,100	121
27.0	Director, Legal Services	$25,000	$19,000	$27,202	5
28.0	Director, Personnel/Human Resources	$17,900	$14,200	$21,250	85
29.0	Director, Affirmative Action/Equal Employment	$17,358	$15,000	$21,280	18
31.0	Director, Library Services	$21,753	$18,650	$25,900	194
32.0	Director, Computer Center	$21,000	$18,200	$24,816	143
33.0	Director, Information Systems	$19,400	$18,500	$23,483	16
34.0	Director, Information Office	$16,700	$14,000	$20,116	59
35.0	Director, Community Services	$23,127	$19,260	$26,000	25
36.0	Director, Institutional Research	$22,000	$19,080	$27,190	54
37.0	Comptroller	$21,879	$18,655	$25,800	128
38.0	Director, Athletics	$24,000	$20,500	$27,000	149
39.0	Director, Auxiliary Services	$21,700	$16,100	$25,284	22
40.0	Administrator, Grants and Contracts	$19,000	$15,525	$23,500	35
41.0	Chief Development and Public Relations Officer	$30,452	$27,192	$38,000	20
42.0	Chief Planning and Budget Officer	$32,000	$26,838	$34,875	8
43.0	Director, Admissions and Financial Aid	$23,800	$21,000	$29,573	11
45.0	Director, Personnel and Affirmative Action	$17,500	$14,400	$23,000	31
46.0	Director, Development and Alumni Affairs	$21,000	$17,500	$25,200	13
48.0	Dean, Agriculture	$28,300	$17,455	$37,500	3
49.0	Dean, Arts and Letters	$28,733	$25,333	$31,494	13
50.0	Dean, Arts and Sciences	$32,481	$25,500	$38,342	20
51.0	Dean, Business	$28,000	$22,800	$33,070	52
52.0	Dean, Communications	$20,800	$18,819	$29,364	11
53.0	Dean, Continuing Education	$24,000	$20,000	$27,200	68
55.0	Dean, Education	$26,667	$22,562	$31,200	56
56.0	Dean, Engineering	$36,835	$27,850	$40,000	4
57.0	Dean, Extension	$28,200	$23,501	$30,222	9
58.0	Dean, Fine Arts	$24,577	$20,040	$28,350	29
59.0	Dean, Graduate Programs	$29,960	$23,700	$35,333	32
60.0	Dean, Health Related Professions	$25,465	$20,667	$29,800	13
61.0	Dean, Home Economics	$20,267	$17,455	$23,533	5
62.0	Dean, Humanities	$26,667	$21,694	$32,400	35
63.0	Dean, Instruction	$24,000	$21,834	$27,900	6
65.0	Dean, Library and Information Sciences	$18,725	$14,500	$29,867	3
67.0	Dean, Music	$24,533	$22,040	$28,667	26
68.0	Dean, Nursing	$25,000	$21,000	$30,000	26
69.0	Dean, Occupation Studies/Vocational Education/Technology	$27,019	$25,333	$29,948	8
72.0	Dean, Sciences	$27,333	$23,333	$32,000	48
73.0	Dean, Social Sciences	$27,500	$22,600	$30,452	44
74.0	Dean, Social Work	$25,200	$21,192	$35,085	7
76.0	Dean, Undergraduate Programs	$32,000	$25,000	$35,000	7

Table 19
4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 60.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$46,500	$43,000	$52,013	54
3.0	Executive Vice President	$38,542	$36,470	$44,940	14
4.0	Chief Academic Officer	$38,500	$35,701	$41,232	53
5.0	Chief Planning Officer	$33,696	$29,306	$38,472	15
6.0	Chief Business Officer	$36,000	$31,296	$40,500	57
7.0	Chief Budgeting Officer	$23,000	$19,000	$27,227	21
8.0	Chief Development Officer	$31,636	$26,625	$38,494	35
9.0	Chief Public Relations Officer	$23,500	$21,500	$26,000	37
10.0	Director, Alumni Affairs	$19,097	$16,000	$23,460	41
11.0	Chief Health Professions Officer	$51,060	$30,025	$60,000	3
13.0	Chief Student Affairs Officer	$31,030	$28,000	$34,700	58
14.0	Registrar	$23,695	$20,232	$27,406	55
15.0	Director, Admissions	$24,525	$21,750	$27,178	49
16.0	Director, Student Financial Aid	$19,949	$17,750	$22,744	55
17.0	Director, Student Placement	$20,161	$16,656	$22,300	56
18.0	Director, Student Counseling	$22,124	$18,795	$24,832	48
19.0	Director, Student Union	$19,500	$16,806	$21,400	34
20.0	Director, Student Health Services	$26,364	$16,620	$37,600	25
21.0	Director, Student Housing	$19,262	$17,280	$21,840	42
22.0	Director, Food Services	$20,148	$18,387	$24,000	19
23.0	Director, Physical Plant	$25,000	$22,470	$28,728	58
24.0	Director, Purchasing	$19,110	$17,702	$20,300	39
25.0	Director, Bookstore	$16,400	$14,245	$18,500	34
26.0	Director, Campus Security	$17,900	$14,580	$19,300	53
27.0	Director, Legal Services	$24,100	$19,619	$32,618	4
28.0	Director, Personnel/Human Resources	$20,300	$17,400	$24,392	34
29.0	Director, Affirmative Action/Equal Employment	$24,391	$19,619	$25,500	15
31.0	Director, Library Services	$26,541	$24,610	$30,100	58
32.0	Director, Computer Center	$25,000	$22,000	$30,384	51
33.0	Director, Information Systems	$22,470	$20,000	$26,500	11
34.0	Director, Information Office	$19,967	$16,600	$23,116	25
35.0	Director, Community Services	$24,041	$20,625	$29,305	13
36.0	Director, Institutional Research	$22,350	$18,990	$27,060	25
37.0	Comptroller	$25,080	$22,440	$28,600	40
38.0	Director, Athletics	$25,980	$23,235	$30,850	47
39.0	Director, Auxiliary Services	$22,100	$19,240	$26,000	13
40.0	Administrator, Grants and Contracts	$20,801	$16,700	$26,180	19
41.0	Chief Development and Public Relations Officer	$30,555	$26,275	$38,500	10
43.0	Director, Admissions and Financial Aid	$25,000	$21,000	$29,200	6
44.0	Director, Housing and Food Services	$17,120	$16,000	$27,180	3
45.0	Director, Personnel and Affirmative Action	$24,400	$17,912	$27,158	12
46.0	Director, Development and Alumni Affairs	$21,972	$19,245	$28,020	3
49.0	Dean, Arts and Letters	$34,496	$20,400	$37,750	3
50.0	Dean, Arts and Sciences	$35,637	$32,250	$38,494	26
51.0	Dean, Business	$35,520	$31,200	$38,050	31
52.0	Dean, Communications	$27,320	$26,940	$27,785	4
53.0	Dean, Continuing Education	$30,856	$25,682	$32,724	29
55.0	Dean, Education	$35,928	$32,400	$38,494	22
56.0	Dean, Engineering	$34,488	$23,455	$40,000	8
57.0	Dean, Extension	$32,724	$28,761	$33,500	3
58.0	Dean, Fine Arts	$32,200	$31,000	$32,508	3
59.0	Dean, Graduate Programs	$30,565	$27,000	$36,813	26
60.0	Dean, Health Related Professions	$32,200	$31,000	$38,494	6
61.0	Dean, Home Economics	$30,000	$20,934	$33,192	4
62.0	Dean, Humanities	$25,252	$22,821	$33,200	8
67.0	Dean, Music	$32,000	$29,401	$38,100	6
68.0	Dean, Nursing	$30,000	$27,432	$33,096	11
69.0	Dean, Occupation Studies/Vocational Education/Technology	$30,000	$30,000	$31,000	6
72.0	Dean, Sciences	$33,709	$28,743	$34,956	9
73.0	Dean, Social Sciences	$31,437	$27,333	$31,600	9
76.0	Dean, Undergraduate Programs	$29,058	$27,859	$39,396	6

Table 20
4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 or more.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 27.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$49,750	$44,000	$50,760	27
3.0	Executive Vice President	$41,220	$36,064	$43,566	8
4.0	Chief Academic Officer	$42,000	$41,000	$44,604	26
5.0	Chief Planning Officer	$39,500	$32,512	$40,557	7
6.0	Chief Business Officer	$38,734	$36,000	$41,485	26
7.0	Chief Budgeting Officer	$26,672	$24,020	$28,820	16
8.0	Chief Development Officer	$25,375	$22,500	$28,084	11
9.0	Chief Public Relations Officer	$23,893	$19,800	$31,067	14
10.0	Director, Alumni Affairs	$16,800	$15,863	$19,793	19
13.0	Chief Student Affairs Officer	$36,643	$32,060	$41,232	26
14.0	Registrar	$24,433	$22,360	$29,500	24
15.0	Director, Admissions	$25,500	$24,030	$27,627	24
16.0	Director, Student Financial Aid	$21,809	$20,065	$25,000	26
17.0	Director, Student Placement	$21,360	$19,500	$25,763	24
18.0	Director, Student Counseling	$26,823	$23,760	$30,000	24
19.0	Director, Student Union	$21,679	$19,015	$24,433	20
20.0	Director, Student Health Services	$36,186	$20,155	$37,934	18
21.0	Director, Student Housing	$22,462	$20,342	$25,313	19
22.0	Director, Food Services	$22,000	$19,800	$25,800	9
23.0	Director, Physical Plant	$25,892	$24,100	$28,350	26
24.0	Director, Purchasing	$20,449	$18,148	$22,600	24
25.0	Director, Bookstore	$20,260	$15,165	$23,915	10
26.0	Director, Campus Security	$20,533	$17,550	$23,861	25
27.0	Director, Legal Services	$34,137	$18,000	$35,227	3
28.0	Director, Personnel/Human Resources	$25,700	$23,324	$28,906	23
29.0	Director, Affirmative Action/Equal Employment	$22,828	$18,603	$25,239	20
31.0	Director, Library Services	$31,746	$29,840	$33,531	26
32.0	Director, Computer Center	$28,506	$26,750	$30,274	24
33.0	Director, Information Systems	$24,560	$20,700	$29,221	7
34.0	Director, Information Office	$20,675	$17,455	$25,000	11
35.0	Director, Community Services	$24,364	$22,000	$26,000	6
36.0	Director, Institutional Research	$27,800	$22,492	$33,094	17
37.0	Comptroller	$28,350	$24,378	$33,000	12
38.0	Director, Athletics	$29,426	$26,343	$31,918	23
39.0	Director, Auxiliary Services	$28,845	$24,360	$30,700	9
40.0	Administrator, Grants and Contracts	$26,743	$22,987	$30,590	15
41.0	Chief Development and Public Relations Officer	$29,078	$28,355	$32,100	6
49.0	Dean, Arts and Letters	$39,511	$39,500	$42,227	3
50.0	Dean, Arts and Sciences	$35,610	$33,730	$38,528	12
51.0	Dean, Business	$37,500	$33,660	$37,803	13
53.0	Dean, Continuing Education	$31,000	$29,488	$34,000	8
55.0	Dean, Education	$36,765	$34,267	$38,500	15
56.0	Dean, Engineering	$35,492	$33,000	$36,200	4
58.0	Dean, Fine Arts	$34,075	$31,000	$39,510	4
59.0	Dean, Graduate Programs	$33,000	$28,396	$38,500	15
60.0	Dean, Health Related Professions	$38,500	$28,160	$46,925	3
62.0	Dean, Humanities	$34,900	$34,500	$37,475	5
68.0	Dean, Nursing	$31,690	$30,531	$33,000	5
69.0	Dean, Occupation Studies/Vocational Education/Technology	$35,840	$35,567	$38,494	5
72.0	Dean, Sciences	$35,900	$34,600	$40,100	6
73.0	Dean, Social Sciences	$39,510	$35,700	$39,543	9

Table 21
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,499 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 48.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$40,282	$37,627	$44,200	45
3.0	Executive Vice President	$33,200	$26,024	$38,300	15
4.0	Chief Academic Officer	$34,032	$30,000	$36,380	44
5.0	Chief Planning Officer	$22,873	$19,624	$32,942	7
6.0	Chief Business Officer	$30,000	$26,739	$34,285	47
7.0	Chief Budgeting Officer	$24,149	$17,900	$25,600	11
8.0	Chief Development Officer	$25,000	$21,141	$29,036	17
9.0	Chief Public Relations Officer	$20,398	$18,684	$23,700	25
10.0	Director, Alumni Affairs	$17,394	$14,104	$20,903	15
13.0	Chief Student Affairs Officer	$26,021	$23,204	$31,767	46
14.0	Registrar	$21,579	$18,592	$23,915	41
15.0	Director, Admissions	$20,874	$17,285	$24,600	35
16.0	Director, Student Financial Aid	$18,500	$16,511	$20,388	45
17.0	Director, Student Placement	$20,830	$17,000	$24,372	38
18.0	Director, Student Counseling	$19,811	$16,000	$23,915	29
19.0	Director, Student Union	$17,300	$15,193	$19,982	30
20.0	Director, Student Health Services	$16,491	$11,875	$31,746	23
21.0	Director, Student Housing	$17,693	$15,000	$20,904	26
22.0	Director, Food Services	$20,000	$16,701	$23,004	8
23.0	Director, Physical Plant	$21,000	$18,000	$23,656	43
24.0	Director, Purchasing	$17,220	$14,925	$21,066	23
25.0	Director, Bookstore	$14,153	$11,160	$16,662	33
26.0	Director, Campus Security	$15,675	$13,537	$17,764	28
28.0	Director, Personnel/Human Resources	$21,614	$15,540	$24,284	17
29.0	Director, Affirmative Action/Equal Employment	$20,125	$18,270	$25,770	6
31.0	Director, Library Services	$22,530	$19,885	$26,000	46
32.0	Director, Computer Center	$21,500	$19,512	$26,035	35
34.0	Director, Information Office	$17,200	$15,000	$18,529	13
35.0	Director, Community Services	$23,840	$23,127	$26,882	9
36.0	Director, Institutional Research	$24,486	$23,511	$27,750	18
37.0	Comptroller	$22,500	$19,760	$25,200	19
38.0	Director, Athletics	$24,312	$20,920	$27,916	36
39.0	Director, Auxiliary Services	$23,000	$16,600	$24,679	5
40.0	Administrator, Grants and Contracts	$17,892	$15,300	$28,889	8
41.0	Chief Development and Public Relations Officer	$30,452	$20,064	$31,930	4
43.0	Director, Admissions and Financial Aid	$19,414	$16,340	$29,573	3
45.0	Director, Personnel and Affirmative Action	$18,320	$17,113	$22,428	10
49.0	Dean, Arts and Letters	$25,309	$23,729	$31,494	5
50.0	Dean, Arts and Sciences	$32,513	$30,000	$40,396	11
51.0	Dean, Business	$28,836	$26,680	$34,008	20
52.0	Dean, Communications	$24,080	$18,819	$37,332	3
53.0	Dean, Continuing Education	$26,549	$22,975	$31,565	17
55.0	Dean, Education	$30,763	$28,536	$32,774	25
57.0	Dean, Extension	$29,790	$23,501	$30,222	6
58.0	Dean, Fine Arts	$27,000	$23,035	$30,792	8
59.0	Dean, Graduate Programs	$31,986	$28,000	$37,060	11
60.0	Dean, Health Related Professions	$25,465	$22,041	$29,700	8
62.0	Dean, Humanities	$27,925	$25,674	$33,852	13
67.0	Dean, Music	$27,000	$26,852	$29,805	5
68.0	Dean, Nursing	$25,980	$24,251	$27,500	6
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,295	$27,019	$29,948	9
72.0	Dean, Sciences	$29,820	$25,224	$33,286	22
73.0	Dean, Social Sciences	$29,564	$25,244	$31,551	21

Table 22
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 32.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$44,014	$42,984	$47,750	30
3.0	Executive Vice President	$36,470	$24,624	$40,620	7
4.0	Chief Academic Officer	$38,334	$34,500	$41,056	30
5.0	Chief Planning Officer	$33,976	$30,058	$38,472	12
6.0	Chief Business Officer	$32,000	$29,249	$35,500	31
7.0	Chief Budgeting Officer	$23,328	$19,000	$27,227	17
8.0	Chief Development Officer	$27,811	$22,882	$32,600	11
9.0	Chief Public Relations Officer	$24,940	$21,614	$27,180	20
10.0	Director, Alumni Affairs	$14,073	$11,105	$22,619	16
13.0	Chief Student Affairs Officer	$32,148	$29,400	$37,904	31
14.0	Registrar	$24,400	$21,400	$27,454	28
15.0	Director, Admissions	$23,604	$21,614	$25,770	24
16.0	Director, Student Financial Aid	$19,822	$17,650	$21,614	30
17.0	Director, Student Placement	$20,917	$18,634	$23,054	28
18.0	Director, Student Counseling	$23,000	$21,695	$24,852	25
19.0	Director, Student Union	$19,971	$17,460	$22,205	23
20.0	Director, Student Health Services	$34,419	$17,907	$37,900	13
21.0	Director, Student Housing	$19,300	$17,700	$21,840	22
22.0	Director, Food Services	$18,750	$17,850	$20,148	12
23.0	Director, Physical Plant	$24,548	$22,150	$27,942	31
24.0	Director, Purchasing	$18,936	$16,491	$20,239	23
25.0	Director, Bookstore	$16,050	$13,728	$17,764	20
26.0	Director, Campus Security	$18,113	$13,596	$19,200	28
28.0	Director, Personnel/Human Resources	$20,611	$16,680	$23,143	20
29.0	Director, Affirmative Action/Equal Employment	$24,391	$20,800	$24,764	10
31.0	Director, Library Services	$26,535	$24,500	$30,623	32
32.0	Director, Computer Center	$24,773	$22,839	$30,900	25
33.0	Director, Information Systems	$20,200	$18,228	$25,872	4
34.0	Director, Information Office	$19,600	$16,550	$22,625	13
35.0	Director, Community Services	$24,041	$20,625	$29,305	9
36.0	Director, Institutional Research	$25,445	$20,200	$32,868	14
37.0	Comptroller	$23,200	$20,440	$25,500	14
38.0	Director, Athletics	$25,636	$23,208	$33,000	23
39.0	Director, Auxiliary Services	$22,100	$17,000	$26,000	8
40.0	Administrator, Grants and Contracts	$26,129	$20,801	$27,180	7
45.0	Director, Personnel and Affirmative Action	$24,240	$18,838	$27,158	6
50.0	Dean, Arts and Sciences	$35,637	$32,000	$38,494	16
51.0	Dean, Business	$35,653	$32,000	$37,800	18
53.0	Dean, Continuing Education	$28,000	$25,682	$32,724	16
55.0	Dean, Education	$35,928	$32,422	$38,494	18
56.0	Dean, Engineering	$30,000	$22,900	$41,114	3
58.0	Dean, Fine Arts	$32,200	$31,000	$32,508	3
59.0	Dean, Graduate Programs	$31,100	$27,840	$36,794	16
60.0	Dean, Health Related Professions	$32,200	$31,000	$38,494	5
61.0	Dean, Home Economics	$30,000	$20,934	$38,000	3
62.0	Dean, Humanities	$22,821	$21,641	$33,200	4
67.0	Dean, Music	$33,678	$26,070	$38,100	4
68.0	Dean, Nursing	$30,000	$27,750	$30,024	9
69.0	Dean, Occupation Studies/Vocational Education/Technology	$30,000	$30,000	$31,000	6
72.0	Dean, Sciences	$33,709	$32,000	$34,956	5
73.0	Dean, Social Sciences	$27,333	$22,332	$31,629	6
76.0	Dean, Undergraduate Programs	$29,058	$25,975	$39,396	3

Table 23
PUBLIC 4-YEAR COLLEGES WITH ENROLLMENTS 5,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 or more. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 26.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$48,500	$44,000	$50,653	26
3.0	Executive Vice President	$42,000	$36,064	$44,940	7
4.0	Chief Academic Officer	$42,000	$41,000	$44,604	25
5.0	Chief Planning Officer	$39,500	$32,512	$40,557	7
6.0	Chief Business Officer	$39,000	$36,000	$41,485	25
7.0	Chief Budgeting Officer	$26,672	$24,020	$28,820	16
8.0	Chief Development Officer	$25,375	$22,500	$28,084	10
9.0	Chief Public Relations Officer	$23,893	$19,800	$30,000	13
10.0	Director, Alumni Affairs	$16,606	$15,863	$19,678	18
13.0	Chief Student Affairs Officer	$36,643	$32,060	$41,200	25
14.0	Registrar	$25,697	$22,360	$29,506	23
15.0	Director, Admissions	$26,700	$24,364	$29,724	23
16.0	Director, Student Financial Aid	$21,903	$20,166	$25,000	25
17.0	Director, Student Placement	$21,360	$19,500	$25,763	23
18.0	Director, Student Counseling	$26,823	$23,760	$30,777	23
19.0	Director, Student Union	$22,514	$19,993	$25,105	19
20.0	Director, Student Health Services	$36,200	$23,099	$37,934	17
21.0	Director, Student Housing	$22,462	$20,615	$25,313	18
22.0	Director, Food Services	$22,000	$19,800	$25,800	8
23.0	Director, Physical Plant	$26,418	$24,100	$28,350	25
24.0	Director, Purchasing	$20,449	$18,148	$22,600	24
25.0	Director, Bookstore	$22,089	$18,000	$23,915	9
26.0	Director, Campus Security	$20,245	$17,200	$23,861	24
27.0	Director, Legal Services	$34,137	$18,000	$35,227	3
28.0	Director, Personnel/Human Resources	$25,700	$23,500	$28,906	22
29.0	Director, Affirmative Action/Equal Employment	$23,684	$20,675	$27,700	19
31.0	Director, Library Services	$31,746	$30,000	$33,531	25
32.0	Director, Computer Center	$28,506	$26,750	$30,276	23
33.0	Director, Information Systems	$24,560	$20,700	$29,221	7
34.0	Director, Information Office	$20,675	$17,455	$25,000	11
35.0	Director, Community Services	$24,364	$22,000	$26,000	6
36.0	Director, Institutional Research	$27,800	$22,492	$33,094	17
37.0	Comptroller	$32,000	$24,500	$34,137	11
38.0	Director, Athletics	$29,426	$26,604	$31,918	22
39.0	Director, Auxiliary Services	$28,845	$24,360	$30,700	9
40.0	Administrator, Grants and Contracts	$26,743	$22,987	$30,590	15
41.0	Chief Development and Public Relations Officer	$29,078	$28,355	$32,100	6
49.0	Dean, Arts and Letters	$39,511	$39,500	$42,227	3
50.0	Dean, Arts and Sciences	$38,128	$34,678	$39,511	11
51.0	Dean, Business	$37,500	$33,024	$37,803	12
53.0	Dean, Continuing Education	$31,000	$29,488	$34,000	8
55.0	Dean, Education	$36,765	$34,267	$38,500	15
56.0	Dean, Engineering	$35,492	$33,000	$36,200	4
58.0	Dean, Fine Arts	$34,075	$31,000	$39,510	4
59.0	Dean, Graduate Programs	$33,000	$28,396	$38,500	15
60.0	Dean, Health Related Professions	$38,500	$28,160	$46,925	3
62.0	Dean, Humanities	$34,900	$34,500	$37,475	5
68.0	Dean, Nursing	$31,690	$30,531	$33,000	5
69.0	Dean, Occupation Studies/Vocational Education/Technology	$35,840	$35,567	$38,494	5
72.0	Dean, Sciences	$35,900	$34,600	$40,100	6
73.0	Dean, Social Sciences	$39,510	$35,700	$39,543	9

Table 24

PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 499 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 58.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$27,735	$24,000	$33,500	54
3.0	Executive Vice President	$21,334	$18,500	$24,400	12
4.0	Chief Academic Officer	$21,750	$18,000	$26,000	53
5.0	Chief Planning Officer	$17,412	$16,600	$25,850	3
6.0	Chief Business Officer	$18,000	$15,000	$22,500	54
7.0	Chief Budgeting Officer	$15,000	$15,000	$15,600	4
8.0	Chief Development Officer	$16,000	$13,868	$23,565	34
9.0	Chief Public Relations Officer	$13,700	$12,000	$16,170	24
10.0	Director, Alumni Affairs	$11,600	$10,667	$13,800	19
13.0	Chief Student Affairs Officer	$15,210	$12,804	$18,500	41
14.0	Registrar	$12,800	$10,000	$14,000	45
15.0	Director, Admissions	$14,300	$13,000	$18,000	33
16.0	Director, Student Financial Aid	$12,000	$10,000	$13,482	37
17.0	Director, Student Placement	$11,600	$10,500	$13,483	11
18.0	Director, Student Counseling	$12,225	$11,600	$15,048	14
19.0	Director, Student Union	$9,460	$8,000	$10,700	5
20.0	Director, Student Health Services	$12,320	$10,347	$14,400	10
21.0	Director, Student Housing	$12,000	$11,400	$14,980	11
22.0	Director, Food Services	$13,600	$9,995	$16,600	12
23.0	Director, Physical Plant	$15,000	$12,730	$17,176	31
25.0	Director, Bookstore	$10,000	$8,640	$11,813	29
26.0	Director, Campus Security	$8,560	$8,000	$12,000	6
31.0	Director, Library Services	$14,445	$12,500	$16,876	45
32.0	Director, Computer Center	$17,400	$11,070	$20,000	3
34.0	Director, Information Office	$8,760	$8,640	$13,800	3
36.0	Director, Institutional Research	$17,000	$16,931	$18,000	7
37.0	Comptroller	$14,000	$9,096	$17,000	7
38.0	Director, Athletics	$14,667	$12,000	$17,765	21
40.0	Administrator, Grants and Contracts	$14,500	$14,140	$14,546	5
41.0	Chief Development and Public Relations Officer	$14,800	$14,000	$19,020	5
43.0	Director, Admissions and Financial Aid	$15,000	$11,000	$18,500	11
46.0	Director, Development and Alumni Affairs	$19,000	$14,900	$22,725	3
51.0	Dean, Business	$15,300	$14,720	$16,933	6
53.0	Dean, Continuing Education	$17,000	$12,000	$19,260	7
55.0	Dean, Education	$22,860	$18,780	$22,933	5
58.0	Dean, Fine Arts	$13,112	$10,080	$23,250	4
62.0	Dean, Humanities	$16,008	$14,124	$19,200	6
68.0	Dean, Nursing	$22,464	$17,821	$24,100	3
72.0	Dean, Sciences	$20,071	$19,200	$22,667	4
73.0	Dean, Social Sciences	$19,200	$15,523	$22,950	7
74.0	Dean, Social Work	$10,000	$9,750	$10,080	4

Table 25
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 131.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$38,000	$32,800	$44,000	128
3.0	Executive Vice President	$30,000	$25,700	$37,000	24
4.0	Chief Academic Officer	$27,000	$25,000	$30,000	122
5.0	Chief Planning Officer	$22,260	$19,688	$30,300	14
6.0	Chief Business Officer	$25,500	$21,200	$28,248	118
7.0	Chief Budgeting Officer	$22,000	$21,000	$25,066	13
8.0	Chief Development Officer	$24,000	$20,000	$27,500	104
9.0	Chief Public Relations Officer	$15,000	$12,500	$17,250	94
10.0	Director, Alumni Affairs	$13,500	$11,500	$16,222	90
11.0	Chief Health Professions Officer	$13,900	$11,777	$19,055	6
13.0	Chief Student Affairs Officer	$20,000	$18,000	$22,500	125
14.0	Registrar	$15,900	$13,000	$18,800	122
15.0	Director, Admissions	$18,000	$15,400	$20,500	114
16.0	Director, Student Financial Aid	$13,600	$12,000	$16,000	114
17.0	Director, Student Placement	$14,000	$12,000	$16,500	90
18.0	Director, Student Counseling	$14,965	$13,333	$17,067	56
19.0	Director, Student Union	$12,900	$10,560	$15,000	33
20.0	Director, Student Health Services	$12,200	$10,667	$14,400	56
21.0	Director, Student Housing	$12,000	$10,667	$13,600	61
22.0	Director, Food Services	$17,200	$15,000	$19,236	29
23.0	Director, Physical Plant	$17,000	$15,200	$19,950	111
24.0	Director, Purchasing	$14,700	$11,400	$18,632	27
25.0	Director, Bookstore	$10,000	$8,600	$12,370	95
26.0	Director, Campus Security	$11,400	$9,565	$13,100	42
28.0	Director, Personnel/Human Resources	$12,720	$11,400	$18,632	13
29.0	Director, Affirmative Action/Equal Employment	$19,367	$10,500	$30,300	7
31.0	Director, Library Services	$17,206	$15,425	$19,505	123
32.0	Director, Computer Center	$16,364	$13,550	$19,950	48
33.0	Director, Information Systems	$16,750	$15,000	$17,078	8
34.0	Director, Information Office	$12,500	$11,200	$15,700	23
35.0	Director, Community Services	$17,900	$11,000	$19,350	13
36.0	Director, Institutional Research	$18,000	$15,900	$20,840	26
37.0	Comptroller	$16,000	$14,000	$19,000	66
38.0	Director, Athletics	$18,000	$15,400	$21,333	82
39.0	Director, Auxiliary Services	$18,764	$13,518	$20,300	7
40.0	Administrator, Grants and Contracts	$18,725	$16,050	$20,900	24
41.0	Chief Development and Public Relations Officer	$21,833	$17,000	$29,000	12
42.0	Chief Planning and Budget Officer	$19,500	$19,000	$31,700	6
43.0	Director, Admissions and Financial Aid	$19,000	$15,000	$23,100	14
45.0	Director, Personnel and Affirmative Action	$16,178	$13,500	$19,367	10
46.0	Director, Development and Alumni Affairs	$21,500	$17,500	$23,800	8
49.0	Dean, Arts and Letters	$18,500	$17,765	$22,400	6
50.0	Dean, Arts and Sciences	$20,133	$19,200	$21,000	5
51.0	Dean, Business	$21,400	$19,000	$24,133	22
53.0	Dean, Continuing Education	$16,800	$15,299	$20,650	28
55.0	Dean, Education	$20,721	$18,182	$23,722	26
56.0	Dean, Engineering	$26,911	$20,000	$28,985	4
58.0	Dean, Fine Arts	$21,250	$17,832	$24,806	14
59.0	Dean, Graduate Programs	$20,592	$18,000	$22,200	8
60.0	Dean, Health Related Professions	$19,500	$15,000	$21,700	4
61.0	Dean, Home Economics	$17,600	$15,733	$24,133	3
62.0	Dean, Humanities	$19,467	$17,659	$24,899	20
67.0	Dean, Music	$18,048	$17,422	$22,500	9
68.0	Dean, Nursing	$21,935	$18,000	$26,250	14
69.0	Dean, Occupation Studies/Vocational Education/Technology	$18,932	$13,500	$23,100	4
72.0	Dean, Sciences	$21,944	$18,691	$24,000	23
73.0	Dean, Social Sciences	$19,500	$18,450	$22,833	23
76.0	Dean, Undergraduate Programs	$20,532	$19,000	$28,448	3

Table 26
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 163.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,008	$38,562	$53,000	160
3.0	Executive Vice President	$31,190	$28,000	$37,300	35
4.0	Chief Academic Officer	$32,210	$27,981	$37,100	151
5.0	Chief Planning Officer	$27,000	$24,200	$32,500	33
6.0	Chief Business Officer	$31,100	$26,000	$36,900	156
7.0	Chief Budgeting Officer	$24,408	$15,300	$29,800	27
8.0	Chief Development Officer	$29,025	$25,500	$34,700	130
9.0	Chief Public Relations Officer	$18,600	$15,500	$22,705	102
10.0	Director, Alumni Affairs	$16,050	$13,750	$21,325	138
11.0	Chief Health Professions Officer	$30,000	$23,050	$40,000	8
13.0	Chief Student Affairs Officer	$25,000	$21,840	$27,800	156
14.0	Registrar	$18,650	$15,500	$21,800	153
15.0	Director, Admissions	$21,500	$18,000	$26,600	148
16.0	Director, Student Financial Aid	$17,225	$15,275	$19,632	158
17.0	Director, Student Placement	$16,000	$14,001	$18,704	130
18.0	Director, Student Counseling	$18,865	$15,960	$21,060	101
19.0	Director, Student Union	$15,000	$12,500	$18,378	72
20.0	Director, Student Health Services	$14,700	$12,000	$25,265	90
21.0	Director, Student Housing	$14,500	$12,132	$16,900	122
22.0	Director, Food Services	$19,609	$17,400	$22,482	54
23.0	Director, Physical Plant	$20,440	$17,161	$24,000	149
24.0	Director, Purchasing	$16,000	$13,200	$18,000	77
25.0	Director, Bookstore	$13,200	$11,000	$15,700	109
26.0	Director, Campus Security	$14,600	$12,600	$17,000	96
27.0	Director, Legal Services	$25,000	$18,000	$27,202	4
28.0	Director, Personnel/Human Resources	$17,675	$14,000	$20,500	70
29.0	Director, Affirmative Action/Equal Employment	$16,992	$14,500	$20,148	13
31.0	Director, Library Services	$21,000	$18,100	$25,450	156
32.0	Director, Computer Center	$20,550	$17,550	$23,825	113
33.0	Director, Information Systems	$19,400	$18,500	$23,500	15
34.0	Director, Information Office	$16,500	$13,500	$20,099	49
35.0	Director, Community Services	$19,500	$17,440	$24,000	16
36.0	Director, Institutional Research	$20,400	$17,640	$25,000	38
37.0	Comptroller	$21,800	$18,302	$25,800	114
38.0	Director, Athletics	$23,326	$19,902	$26,738	120
39.0	Director, Auxiliary Services	$21,000	$15,000	$25,400	19
40.0	Administrator, Grants and Contracts	$19,000	$16,500	$23,400	29
41.0	Chief Development and Public Relations Officer	$29,430	$27,192	$38,000	16
42.0	Chief Planning and Budget Officer	$32,004	$32,000	$35,018	6
43.0	Director, Admissions and Financial Aid	$23,800	$22,000	$29,000	9
45.0	Director, Personnel and Affirmative Action	$16,960	$14,000	$23,000	22
46.0	Director, Development and Alumni Affairs	$21,000	$15,000	$28,000	11
49.0	Dean, Arts and Letters	$28,733	$26,393	$30,893	9
50.0	Dean, Arts and Sciences	$26,688	$23,600	$35,760	11
51.0	Dean, Business	$26,667	$21,333	$32,035	35
52.0	Dean, Communications	$20,000	$18,545	$21,740	8
53.0	Dean, Continuing Education	$23,400	$19,500	$26,080	54
55.0	Dean, Education	$24,667	$20,140	$28,267	35
56.0	Dean, Engineering	$40,000	$27,850	$44,667	3
57.0	Dean, Extension	$28,000	$16,700	$28,200	4
58.0	Dean, Fine Arts	$23,203	$18,933	$26,500	21
59.0	Dean, Graduate Programs	$28,245	$23,700	$35,333	22
60.0	Dean, Health Related Professions	$17,550	$13,950	$29,800	6
61.0	Dean, Home Economics	$17,455	$15,333	$20,267	4
62.0	Dean, Humanities	$24,027	$18,305	$31,800	24
63.0	Dean, Instruction	$24,000	$21,834	$27,000	5
65.0	Dean, Library and Information Sciences	$18,725	$14,500	$29,867	3
67.0	Dean, Music	$24,500	$22,040	$28,667	21
68.0	Dean, Nursing	$25,000	$20,700	$30,000	21
69.0	Dean, Occupation Studies/Vocational Education/Technology	$25,333	$17,500	$29,600	3
72.0	Dean, Sciences	$25,073	$22,150	$31,000	30
73.0	Dean, Social Sciences	$24,533	$18,744	$29,867	26
74.0	Dean, Social Work	$25,200	$21,192	$35,085	7
76.0	Dean, Undergraduate Programs	$26,455	$25,000	$35,000	6

Table 27
PRIVATE 4-YEAR COLLEGES WITH ENROLLMENTS 2,500 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 2,500 or more.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 29.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$52,013	$45,000	$60,000	25
3.0	Executive Vice President	$44,130	$38,542	$46,100	8
4.0	Chief Academic Officer	$38,500	$36,800	$45,500	24
5.0	Chief Planning Officer	$28,400	$27,000	$32,742	3
6.0	Chief Business Officer	$41,000	$36,214	$43,300	27
7.0	Chief Budgeting Officer	$22,000	$17,850	$23,000	4
8.0	Chief Development Officer	$32,500	$27,000	$40,504	25
9.0	Chief Public Relations Officer	$22,000	$20,100	$25,700	18
10.0	Director, Alumni Affairs	$19,450	$18,000	$23,460	26
13.0	Chief Student Affairs Officer	$30,495	$27,460	$34,615	28
14.0	Registrar	$22,000	$19,500	$25,700	28
15.0	Director, Admissions	$25,720	$22,000	$28,437	26
16.0	Director, Student Financial Aid	$20,981	$18,125	$23,325	26
17.0	Director, Student Placement	$19,250	$15,900	$21,840	29
18.0	Director, Student Counseling	$21,600	$17,350	$23,761	24
19.0	Director, Student Union	$16,740	$14,500	$20,140	12
20.0	Director, Student Health Services	$21,126	$13,910	$30,000	13
21.0	Director, Student Housing	$18,200	$16,000	$21,188	21
22.0	Director, Food Services	$24,000	$20,000	$29,600	8
23.0	Director, Physical Plant	$25,380	$22,513	$29,600	28
24.0	Director, Purchasing	$19,162	$18,100	$20,700	16
25.0	Director, Bookstore	$16,750	$14,600	$20,000	15
26.0	Director, Campus Security	$17,000	$14,580	$20,825	26
28.0	Director, Personnel/Human Resources	$18,700	$17,250	$24,600	15
29.0	Director, Affirmative Action/Equal Employment	$19,000	$18,700	$25,500	6
31.0	Director, Library Services	$26,591	$24,788	$28,975	27
32.0	Director, Computer Center	$26,000	$20,235	$29,376	27
33.0	Director, Information Systems	$22,470	$20,000	$28,200	7
34.0	Director, Information Office	$19,967	$16,600	$23,116	12
35.0	Director, Community Services	$23,200	$12,790	$26,750	4
36.0	Director, Institutional Research	$20,000	$17,976	$22,350	11
37.0	Comptroller	$27,000	$23,000	$28,855	27
38.0	Director, Athletics	$26,499	$24,425	$28,500	25
39.0	Director, Auxiliary Services	$21,400	$19,240	$24,000	5
40.0	Administrator, Grants and Contracts	$18,000	$14,899	$25,000	12
41.0	Chief Development and Public Relations Officer	$34,800	$24,567	$38,500	8
43.0	Director, Admissions and Financial Aid	$26,800	$25,000	$29,200	5
45.0	Director, Personnel and Affirmative Action	$24,400	$17,912	$29,250	6
50.0	Dean, Arts and Sciences	$35,500	$32,250	$41,800	11
51.0	Dean, Business	$34,455	$30,984	$45,500	14
53.0	Dean, Continuing Education	$31,365	$25,296	$32,400	13
55.0	Dean, Education	$32,339	$26,750	$42,900	4
56.0	Dean, Engineering	$36,900	$34,488	$40,000	5
59.0	Dean, Graduate Programs	$27,577	$25,680	$40,000	10
62.0	Dean, Humanities	$25,252	$24,000	$31,312	4
72.0	Dean, Sciences	$28,743	$28,200	$34,745	4
73.0	Dean, Social Sciences	$31,437	$28,944	$31,500	3
76.0	Dean, Undergraduate Programs	$30,517	$27,859	$40,000	3

Table 28

2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 499 or less. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 46.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$29,767	$25,000	$34,500	45
3.0	Executive Vice President	$19,225	$16,902	$25,000	10
4.0	Chief Academic Officer	$23,405	$18,900	$27,000	38
5.0	Chief Planning Officer	$22,800	$18,620	$23,144	5
6.0	Chief Business Officer	$20,000	$16,000	$25,533	34
7.0	Chief Budgeting Officer	$18,800	$7,600	$18,900	4
8.0	Chief Development Officer	$19,000	$15,080	$22,323	12
9.0	Chief Public Relations Officer	$13,000	$8,310	$19,936	13
10.0	Director, Alumni Affairs	$12,978	$10,450	$13,200	5
13.0	Chief Student Affairs Officer	$22,000	$19,000	$24,396	31
14.0	Registrar	$15,000	$11,916	$18,500	25
15.0	Director, Admissions	$16,861	$13,000	$18,200	21
16.0	Director, Student Financial Aid	$13,062	$11,000	$17,011	23
17.0	Director, Student Placement	$12,000	$11,000	$15,613	5
18.0	Director, Student Counseling	$15,693	$13,066	$18,600	16
20.0	Director, Student Health Services	$12,240	$8,400	$13,482	4
21.0	Director, Student Housing	$12,000	$12,000	$12,000	4
22.0	Director, Food Services	$9,200	$8,662	$14,484	10
23.0	Director, Physical Plant	$15,250	$13,260	$18,300	19
24.0	Director, Purchasing	$12,564	$7,904	$16,458	6
25.0	Director, Bookstore	$7,200	$6,600	$10,200	12
26.0	Director, Campus Security	$11,700	$10,000	$21,710	3
31.0	Director, Library Services	$15,690	$13,621	$19,196	34
32.0	Director, Computer Center	$11,700	$8,583	$20,000	3
34.0	Director, Information Office	$14,600	$13,527	$17,290	5
35.0	Director, Community Services	$20,200	$13,080	$23,340	7
37.0	Comptroller	$12,600	$12,269	$16,000	8
38.0	Director, Athletics	$16,667	$12,600	$18,032	11
39.0	Director, Auxiliary Services	$18,900	$12,715	$23,405	3
41.0	Chief Development and Public Relations Officer	$20,000	$12,500	$21,879	3
43.0	Director, Admissions and Financial Aid	$10,680	$9,600	$12,571	4
46.0	Director, Development and Alumni Affairs	$16,778	$12,811	$30,200	3
49.0	Dean, Arts and Letters	$13,333	$12,400	$16,336	4
51.0	Dean, Business	$16,158	$12,000	$22,050	6
53.0	Dean, Continuing Education	$16,324	$9,360	$18,000	8
60.0	Dean, Health Related Professions	$17,150	$11,000	$17,453	3
62.0	Dean, Humanities	$22,986	$22,593	$23,867	5
63.0	Dean, Instruction	$36,738	$20,686	$43,971	3
68.0	Dean, Nursing	$24,720	$22,347	$24,786	5
69.0	Dean, Occupation Studies/Vocational Education/Technology	$17,120	$17,011	$25,000	5
72.0	Dean, Sciences	$18,125	$15,551	$20,304	5
73.0	Dean, Social Sciences	$23,285	$20,933	$23,813	4

Table 29
2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 500 thru 999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 64.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$35,310	$32,553	$38,172	60
3.0	Executive Vice President	$30,000	$27,060	$31,500	9
4.0	Chief Academic Officer	$27,500	$23,000	$30,392	57
5.0	Chief Planning Officer	$24,439	$19,118	$31,000	7
6.0	Chief Business Officer	$24,000	$19,333	$27,410	54
8.0	Chief Development Officer	$24,910	$21,000	$26,825	13
9.0	Chief Public Relations Officer	$17,049	$13,200	$21,000	16
10.0	Director, Alumni Affairs	$13,300	$11,000	$13,684	9
13.0	Chief Student Affairs Officer	$23,399	$21,000	$27,436	57
14.0	Registrar	$17,862	$13,292	$22,181	41
15.0	Director, Admissions	$19,350	$15,510	$22,450	34
16.0	Director, Student Financial Aid	$15,600	$13,500	$18,630	42
17.0	Director, Student Placement	$14,500	$12,420	$15,132	20
18.0	Director, Student Counseling	$16,800	$15,000	$19,570	27
19.0	Director, Student Union	$14,000	$12,720	$14,657	10
20.0	Director, Student Health Services	$11,133	$10,680	$15,500	7
21.0	Director, Student Housing	$15,833	$13,816	$17,345	11
22.0	Director, Food Services	$14,022	$11,455	$18,667	11
23.0	Director, Physical Plant	$16,900	$14,241	$18,511	38
24.0	Director, Purchasing	$14,412	$10,284	$14,662	9
25.0	Director, Bookstore	$9,340	$8,152	$11,091	23
26.0	Director, Campus Security	$12,742	$10,000	$15,952	7
28.0	Director, Personnel/Human Resources	$11,729	$11,641	$13,200	5
29.0	Director, Affirmative Action/Equal Employment	$18,470	$16,462	$20,800	6
31.0	Director, Library Services	$19,402	$16,800	$21,050	49
32.0	Director, Computer Center	$18,640	$14,098	$22,450	21
34.0	Director, Information Office	$14,400	$12,000	$18,756	8
35.0	Director, Community Services	$20,076	$18,204	$22,328	22
36.0	Director, Institutional Research	$20,637	$17,850	$25,200	11
37.0	Comptroller	$19,425	$17,480	$21,400	17
38.0	Director, Athletics	$18,150	$15,050	$22,364	20
40.0	Administrator, Grants and Contracts	$19,415	$18,480	$34,945	6
43.0	Director, Admissions and Financial Aid	$20,008	$15,000	$21,146	5
45.0	Director, Personnel and Affirmative Action	$19,000	$18,000	$22,000	5
49.0	Dean, Arts and Letters	$21,040	$19,747	$26,280	11
50.0	Dean, Arts and Sciences	$24,230	$24,229	$24,500	5
51.0	Dean, Business	$20,400	$18,700	$22,173	19
53.0	Dean, Continuing Education	$18,000	$16,900	$22,933	14
56.0	Dean, Engineering	$21,000	$15,715	$23,840	5
58.0	Dean, Fine Arts	$18,667	$17,080	$21,339	5
62.0	Dean, Humanities	$22,466	$22,093	$23,053	6
63.0	Dean, Instruction	$26,728	$20,868	$29,000	3
65.0	Dean, Library and Information Sciences	$19,713	$15,535	$23,200	3
68.0	Dean, Nursing	$22,779	$19,888	$24,350	15
69.0	Dean, Occupation Studies/Vocational Education/Technology	$23,997	$21,060	$25,541	21
72.0	Dean, Sciences	$22,339	$19,811	$24,479	16
73.0	Dean, Social Sciences	$19,733	$18,942	$22,450	8

Table 30

2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 128.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,000	$40,912	$47,100	9
2.0	Chief Executive Officer, Single Institution	$38,500	$36,000	$42,000	122
3.0	Executive Vice President	$31,000	$29,203	$35,000	30
4.0	Chief Academic Officer	$30,516	$28,000	$33,000	117
5.0	Chief Planning Officer	$28,178	$27,285	$30,250	24
6.0	Chief Business Officer	$27,800	$23,952	$30,637	113
7.0	Chief Budgeting Officer	$20,566	$19,550	$26,525	11
8.0	Chief Development Officer	$22,917	$21,550	$25,246	17
9.0	Chief Public Relations Officer	$18,696	$16,461	$21,840	39
10.0	Director, Alumni Affairs	$13,600	$13,500	$17,220	6
11.0	Chief Health Professions Officer	$25,180	$22,703	$29,818	10
13.0	Chief Student Affairs Officer	$27,375	$24,294	$30,348	115
14.0	Registrar	$19,506	$16,479	$23,664	79
15.0	Director, Admissions	$21,250	$18,000	$24,000	81
16.0	Director, Student Financial Aid	$18,109	$14,959	$22,515	104
17.0	Director, Student Placement	$19,076	$16,655	$23,190	49
18.0	Director, Student Counseling	$21,876	$19,500	$25,702	70
19.0	Director, Student Union	$17,836	$15,705	$21,555	32
20.0	Director, Student Health Services	$12,880	$11,400	$15,879	17
21.0	Director, Student Housing	$14,780	$10,800	$17,250	16
22.0	Director, Food Services	$14,580	$13,310	$17,266	24
23.0	Director, Physical Plant	$20,000	$16,907	$21,333	81
24.0	Director, Purchasing	$15,500	$11,350	$18,547	32
25.0	Director, Bookstore	$12,646	$11,500	$14,180	68
26.0	Director, Campus Security	$15,100	$12,331	$18,490	33
28.0	Director, Personnel/Human Resources	$18,800	$16,000	$25,423	21
29.0	Director, Affirmative Action/Equal Employment	$20,250	$12,169	$27,000	10
31.0	Director, Library Services	$23,000	$19,356	$25,617	110
32.0	Director, Computer Center	$22,021	$18,972	$24,377	65
33.0	Director, Information Systems	$26,879	$17,000	$30,450	3
34.0	Director, Information Office	$15,850	$13,775	$19,404	29
35.0	Director, Community Services	$24,585	$21,882	$26,937	57
36.0	Director, Institutional Research	$21,580	$17,500	$26,570	33
37.0	Comptroller	$19,890	$16,585	$23,172	35
38.0	Director, Athletics	$23,428	$19,860	$26,250	57
39.0	Director, Auxiliary Services	$22,464	$17,825	$27,292	14
40.0	Administrator, Grants and Contracts	$23,000	$20,000	$25,000	19
41.0	Chief Development and Public Relations Officer	$21,353	$18,696	$25,148	12
42.0	Chief Planning and Budget Officer	$30,625	$18,000	$37,075	5
43.0	Director, Admissions and Financial Aid	$23,050	$21,450	$28,974	6
45.0	Director, Personnel and Affirmative Action	$20,727	$16,672	$24,000	24
48.0	Dean, Agriculture	$23,621	$21,946	$27,000	10
49.0	Dean, Arts and Letters	$27,160	$23,359	$30,000	7
50.0	Dean, Arts and Sciences	$26,561	$24,380	$30,000	24
51.0	Dean, Business	$24,000	$21,089	$27,000	51
52.0	Dean, Communications	$25,038	$22,033	$27,000	15
53.0	Dean, Continuing Education	$23,544	$21,065	$26,000	56
55.0	Dean, Education	$20,013	$18,047	$28,349	6
56.0	Dean, Engineering	$24,751	$23,280	$27,587	10
57.0	Dean, Extension	$20,285	$20,042	$24,120	6
58.0	Dean, Fine Arts	$24,133	$20,821	$25,488	12
60.0	Dean, Health Related Professions	$23,500	$21,965	$28,350	27
61.0	Dean, Home Economics	$21,639	$20,465	$23,969	5
62.0	Dean, Humanities	$25,435	$21,988	$27,650	28
63.0	Dean, Instruction	$29,684	$20,610	$32,060	3
65.0	Dean, Library and Information Sciences	$19,608	$16,724	$22,202	8
67.0	Dean, Music	$18,967	$18,052	$26,560	6
68.0	Dean, Nursing	$23,750	$22,084	$26,378	33
69.0	Dean, Occupation Studies/Vocational Education/Technology	$27,000	$23,000	$29,835	61
72.0	Dean, Sciences	$25,309	$24,285	$28,379	30
73.0	Dean, Social Sciences	$22,987	$21,108	$26,270	28
75.0	Dean, Special Programs	$22,403	$18,472	$27,000	6

Table 31
2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1979/80 BUDGET RANGE: Not spccified. **CASES SELECTED:** 98.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$45,340	$41,562	$48,342	12
2.0	Chief Executive Officer, Single Institution	$42,893	$39,751	$46,398	84
3.0	Executive Vice President	$35,051	$32,190	$39,801	21
4.0	Chief Academic Officer	$33,889	$31,350	$37,777	85
5.0	Chief Planning Officer	$30,276	$27,000	$34,500	21
6.0	Chief Business Officer	$32,542	$28,625	$36,384	85
7.0	Chief Budgeting Officer	$26,388	$22,964	$29,244	21
8.0	Chief Development Officer	$26,800	$25,440	$32,183	9
9.0	Chief Public Relations Officer	$22,210	$19,177	$24,746	41
10.0	Director, Alumni Affairs	$18,505	$11,500	$22,282	8
11.0	Chief Health Professions Officer	$29,103	$27,008	$32,804	7
13.0	Chief Student Affairs Officer	$31,967	$28,441	$35,713	91
14.0	Registrar	$24,260	$18,612	$27,750	64
15.0	Director, Admissions	$23,125	$20,036	$27,125	59
16.0	Director, Student Financial Aid	$21,626	$18,931	$24,018	78
17.0	Director, Student Placement	$20,245	$16,963	$22,584	46
18.0	Director, Student Counseling	$25,283	$21,600	$29,776	66
19.0	Director, Student Union	$23,119	$18,379	$27,183	41
20.0	Director, Student Health Services	$17,400	$15,125	$19,821	21
21.0	Director, Student Housing	$16,996	$15,626	$18,344	8
22.0	Director, Food Services	$18,064	$15,810	$19,904	16
23.0	Director, Physical Plant	$23,469	$20,053	$26,186	74
24.0	Director, Purchasing	$19,704	$18,122	$22,239	42
25.0	Director, Bookstore	$16,400	$14,810	$19,500	46
26.0	Director, Campus Security	$16,824	$14,337	$20,100	46
28.0	Director, Personnel/Human Resources	$24,665	$19,976	$28,300	33
29.0	Director, Affirmative Action/Equal Employment	$17,424	$15,356	$22,625	18
30.0	Director, Employee Training	$17,786	$13,325	$26,838	3
31.0	Director, Library Services	$26,297	$23,200	$30,533	82
32.0	Director, Computer Center	$23,629	$21,500	$27,650	50
33.0	Director, Information Systems	$27,129	$25,301	$28,743	12
34.0	Director, Information Office	$18,000	$15,732	$20,880	30
35.0	Director, Community Services	$25,000	$21,625	$27,989	57
36.0	Director, Institutional Research	$23,459	$20,493	$25,077	31
37.0	Comptroller	$25,125	$22,000	$28,063	45
38.0	Director, Athletics	$27,600	$24,000	$30,376	34
39.0	Director, Auxiliary Services	$22,210	$17,304	$25,740	12
40.0	Administrator, Grants and Contracts	$23,884	$19,910	$29,000	22
41.0	Chief Development and Public Relations Officer	$25,600	$13,860	$27,720	8
43.0	Director, Admissions and Financial Aid	$28,417	$23,800	$30,419	9
45.0	Director, Personnel and Affirmative Action	$23,731	$20,000	$25,873	19
46.0	Director, Development and Alumni Affairs	$25,624	$20,550	$25,979	3
48.0	Dean, Agriculture	$26,750	$25,400	$31,027	8
49.0	Dean, Arts and Letters	$27,323	$24,534	$33,164	11
50.0	Dean, Arts and Sciences	$28,000	$26,803	$32,799	22
51.0	Dean, Business	$28,303	$25,636	$30,667	50
52.0	Dean, Communications	$26,246	$24,000	$29,445	20
53.0	Dean, Continuing Education	$25,968	$21,050	$31,517	35
54.0	Dean, Dentistry	$33,170	$24,720	$45,600	5
55.0	Dean, Education	$24,453	$23,933	$27,445	4
56.0	Dean, Engineering	$28,279	$24,437	$30,945	16
57.0	Dean, Extension	$23,933	$18,000	$34,100	4
58.0	Dean, Fine Arts	$29,324	$28,195	$34,139	9
60.0	Dean, Health Related Professions	$28,364	$25,364	$33,750	30
61.0	Dean, Home Economics	$27,459	$26,020	$33,266	6
62.0	Dean, Humanities	$28,303	$26,502	$35,111	23
63.0	Dean, Instruction	$33,643	$28,256	$42,213	5
67.0	Dean, Music	$27,193	$23,084	$40,185	3
68.0	Dean, Nursing	$25,615	$23,640	$28,500	25
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,431	$27,132	$33,000	46
72.0	Dean, Sciences	$28,164	$24,503	$33,150	41
73.0	Dean, Social Sciences	$28,185	$24,750	$31,536	35
75.0	Dean, Special Programs	$25,929	$24,608	$26,038	4
76.0	Dean, Undergraduate Programs	$23,800	$22,235	$23,952	4

Table 32
2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 49.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,150	$41,799	$51,500	9
2.0	Chief Executive Officer, Single Institution	$45,750	$43,723	$49,000	40
3.0	Executive Vice President	$37,980	$33,465	$40,465	15
4.0	Chief Academic Officer	$37,949	$34,100	$41,730	42
5.0	Chief Planning Officer	$33,500	$32,025	$38,257	13
6.0	Chief Business Officer	$35,713	$31,733	$39,833	45
7.0	Chief Budgeting Officer	$28,870	$27,332	$35,500	14
8.0	Chief Development Officer	$29,500	$24,300	$30,467	12
9.0	Chief Public Relations Officer	$27,600	$22,848	$31,200	20
10.0	Director, Alumni Affairs	$17,925	$15,931	$22,169	6
13.0	Chief Student Affairs Officer	$35,000	$30,996	$38,885	43
14.0	Registrar	$26,911	$21,266	$29,700	33
15.0	Director, Admissions	$26,926	$24,600	$31,981	32
16.0	Director, Student Financial Aid	$24,231	$19,475	$27,400	39
17.0	Director, Student Placement	$19,750	$17,350	$22,283	27
18.0	Director, Student Counseling	$28,252	$23,667	$33,413	38
19.0	Director, Student Union	$23,148	$20,290	$30,200	18
20.0	Director, Student Health Services	$21,225	$18,010	$26,811	14
21.0	Director, Student Housing	$15,085	$13,800	$17,500	3
22.0	Director, Food Services	$18,900	$16,200	$24,700	10
23.0	Director, Physical Plant	$25,511	$23,500	$28,800	42
24.0	Director, Purchasing	$20,220	$17,760	$22,934	32
25.0	Director, Bookstore	$17,922	$14,551	$20,479	28
26.0	Director, Campus Security	$19,640	$16,344	$22,248	26
28.0	Director, Personnel/Human Resources	$27,600	$24,316	$32,828	32
29.0	Director, Affirmative Action/Equal Employment	$23,600	$18,300	$28,585	17
30.0	Director, Employee Training	$20,960	$18,500	$23,200	5
31.0	Director, Library Services	$29,068	$25,100	$31,656	40
32.0	Director, Computer Center	$26,762	$22,236	$31,617	35
33.0	Director, Information Systems	$28,209	$24,377	$33,566	14
34.0	Director, Information Office	$20,651	$16,652	$25,185	16
35.0	Director, Community Services	$29,544	$24,775	$36,800	29
36.0	Director, Institutional Research	$26,880	$22,300	$31,664	31
37.0	Comptroller	$26,000	$23,500	$27,900	28
38.0	Director, Athletics	$28,924	$25,315	$32,148	30
39.0	Director, Auxiliary Services	$26,800	$25,000	$30,800	10
40.0	Administrator, Grants and Contracts	$25,500	$20,200	$26,596	15
41.0	Chief Development and Public Relations Officer	$27,300	$18,336	$41,168	3
45.0	Director, Personnel and Affirmative Action	$27,300	$23,700	$31,300	10
46.0	Director, Development and Alumni Affairs	$26,536	$20,600	$33,009	3
49.0	Dean, Arts and Letters	$32,400	$21,240	$33,157	4
50.0	Dean, Arts and Sciences	$32,496	$29,566	$37,000	11
51.0	Dean, Business	$32,400	$30,088	$33,157	26
52.0	Dean, Communications	$29,300	$28,131	$32,122	9
53.0	Dean, Continuing Education	$31,752	$23,200	$34,123	18
56.0	Dean, Engineering	$29,469	$27,193	$33,800	10
58.0	Dean, Fine Arts	$31,345	$27,650	$33,412	10
60.0	Dean, Health Related Professions	$32,092	$28,592	$33,800	20
62.0	Dean, Humanities	$30,194	$27,057	$35,157	14
65.0	Dean, Library and Information Sciences	$30,500	$25,800	$32,990	6
67.0	Dean, Music	$27,650	$26,576	$28,350	4
68.0	Dean, Nursing	$26,294	$23,100	$32,122	11
69.0	Dean, Occupation Studies/Vocational Education/Technology	$33,955	$30,030	$36,300	17
72.0	Dean, Sciences	$32,579	$28,350	$34,320	22
73.0	Dean, Social Sciences	$29,632	$27,300	$32,579	20

Table 33
2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,419	$51,000	$58,808	18
2.0	Chief Executive Officer, Single Institution	$47,800	$43,992	$52,983	21
3.0	Executive Vice President	$43,405	$39,500	$49,600	16
4.0	Chief Academic Officer	$40,800	$35,800	$44,869	27
5.0	Chief Planning Officer	$35,000	$28,981	$40,464	11
6.0	Chief Business Officer	$40,000	$34,000	$43,065	27
7.0	Chief Budgeting Officer	$30,102	$26,800	$35,852	18
8.0	Chief Development Officer	$32,517	$27,636	$36,735	11
9.0	Chief Public Relations Officer	$26,700	$24,550	$30,024	20
11.0	Chief Health Professions Officer	$32,546	$31,000	$34,330	5
13.0	Chief Student Affairs Officer	$35,111	$33,200	$41,000	25
14.0	Registrar	$28,700	$25,560	$32,085	21
15.0	Director, Admissions	$30,106	$26,112	$35,388	16
16.0	Director, Student Financial Aid	$25,488	$23,562	$31,071	25
17.0	Director, Student Placement	$26,558	$21,394	$32,392	13
18.0	Director, Student Counseling	$29,076	$25,319	$37,235	19
19.0	Director, Student Union	$24,860	$23,115	$32,392	9
20.0	Director, Student Health Services	$21,635	$18,539	$26,641	7
22.0	Director, Food Services	$21,664	$18,204	$30,840	10
23.0	Director, Physical Plant	$29,592	$24,840	$33,042	25
24.0	Director, Purchasing	$26,964	$24,828	$30,000	21
25.0	Director, Bookstore	$21,924	$17,000	$23,661	19
26.0	Director, Campus Security	$21,000	$15,450	$24,563	18
27.0	Director, Legal Services	$29,092	$24,000	$34,462	10
28.0	Director, Personnel/Human Resources	$31,939	$26,625	$36,248	21
29.0	Director, Affirmative Action/Equal Employment	$26,922	$22,588	$30,400	15
30.0	Director, Employee Training	$20,714	$18,000	$27,003	5
31.0	Director, Library Services	$31,071	$28,895	$35,237	20
32.0	Director, Computer Center	$30,856	$26,172	$34,000	20
33.0	Director, Information Systems	$27,663	$24,500	$32,598	10
34.0	Director, Information Office	$16,500	$15,000	$21,664	10
35.0	Director, Community Services	$31,700	$25,864	$36,977	15
36.0	Director, Institutional Research	$30,952	$24,817	$35,300	22
37.0	Comptroller	$28,009	$26,312	$35,500	18
38.0	Director, Athletics	$33,368	$27,150	$35,368	11
39.0	Director, Auxiliary Services	$27,840	$27,156	$35,388	5
40.0	Administrator, Grants and Contracts	$26,265	$22,162	$32,268	14
42.0	Chief Planning and Budget Officer	$40,857	$21,400	$43,404	3
45.0	Director, Personnel and Affirmative Action	$31,668	$25,600	$46,252	3
50.0	Dean, Arts and Sciences	$34,854	$32,402	$38,644	4
51.0	Dean, Business	$31,231	$26,500	$37,235	12
52.0	Dean, Communications	$29,076	$22,489	$36,247	4
53.0	Dean, Continuing Education	$31,640	$29,076	$40,462	10
55.0	Dean, Education	$27,400	$23,948	$39,412	3
60.0	Dean, Health Related Professions	$29,103	$27,927	$32,375	10
62.0	Dean, Humanities	$28,740	$25,194	$31,640	7
63.0	Dean, Instruction	$36,307	$27,243	$40,393	4
68.0	Dean, Nursing	$25,000	$23,775	$27,858	8
69.0	Dean, Occupation Studies/Vocational Education/Technology	$32,802	$27,413	$39,236	12
72.0	Dean, Sciences	$29,000	$28,720	$33,663	9
73.0	Dean, Social Sciences	$29,904	$27,511	$36,247	9

Table 34

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 499 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 499 or less. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 19.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$34,309	$30,000	$40,980	19
4.0	Chief Academic Officer	$26,482	$23,514	$30,441	17
6.0	Chief Business Officer	$23,500	$19,515	$27,416	16
7.0	Chief Budgeting Officer	$18,800	$7,600	$22,321	3
13.0	Chief Student Affairs Officer	$23,405	$22,000	$31,600	15
14.0	Registrar	$15,693	$11,916	$21,450	11
15.0	Director, Admissions	$17,300	$9,187	$18,200	4
16.0	Director, Student Financial Aid	$17,011	$13,062	$21,120	7
18.0	Director, Student Counseling	$18,600	$18,300	$28,800	6
23.0	Director, Physical Plant	$15,250	$14,126	$18,300	10
31.0	Director, Library Services	$19,196	$16,500	$25,200	14
35.0	Director, Community Services	$20,200	$19,169	$23,340	6
53.0	Dean, Continuing Education	$16,324	$10,667	$22,257	3
63.0	Dean, Instruction	$36,738	$20,686	$43,971	3
69.0	Dean, Occupation Studies/Vocational Education/Technology	$25,000	$17,011	$41,748	3

Table 35

PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 500-999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 500 thru 999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 55.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$36,380	$33,565	$38,500	51
3.0	Executive Vice President	$30,000	$25,001	$34,270	7
4.0	Chief Academic Officer	$28,849	$24,000	$30,650	48
5.0	Chief Planning Officer	$24,439	$19,118	$31,000	7
6.0	Chief Business Officer	$24,405	$20,000	$28,500	46
8.0	Chief Development Officer	$26,445	$21,000	$26,825	8
9.0	Chief Public Relations Officer	$17,249	$14,326	$22,334	13
13.0	Chief Student Affairs Officer	$25,306	$21,500	$28,135	49
14.0	Registrar	$18,575	$12,968	$23,328	35
15.0	Director, Admissions	$19,350	$15,800	$21,500	25
16.0	Director, Student Financial Aid	$16,550	$14,892	$18,814	34
17.0	Director, Student Placement	$14,922	$13,554	$18,243	14
18.0	Director, Student Counseling	$17,303	$15,120	$21,000	23
19.0	Director, Student Union	$14,348	$13,200	$15,300	7
20.0	Director, Student Health Services	$15,500	$8,485	$18,000	3
21.0	Director, Student Housing	$15,833	$13,816	$23,220	7
22.0	Director, Food Services	$13,750	$11,455	$15,013	10
23.0	Director, Physical Plant	$17,000	$14,200	$18,636	31
24.0	Director, Purchasing	$14,412	$9,768	$14,662	8
25.0	Director, Bookstore	$9,340	$8,152	$11,091	16
26.0	Director, Campus Security	$13,250	$12,742	$15,952	5
28.0	Director, Personnel/Human Resources	$11,729	$11,641	$13,200	5
29.0	Director, Affirmative Action/Equal Employment	$18,470	$16,462	$20,800	6
31.0	Director, Library Services	$19,800	$18,349	$21,642	40
32.0	Director, Computer Center	$19,614	$16,044	$22,500	17
34.0	Director, Information Office	$16,424	$12,000	$19,455	6
35.0	Director, Community Services	$20,076	$18,204	$22,328	22
36.0	Director, Institutional Research	$20,637	$17,850	$25,200	11
37.0	Comptroller	$19,425	$17,480	$21,400	13
38.0	Director, Athletics	$19,500	$16,800	$23,560	15
40.0	Administrator, Grants and Contracts	$26,000	$19,415	$34,945	5
43.0	Director, Admissions and Financial Aid	$20,008	$14,700	$21,146	4
45.0	Director, Personnel and Affirmative Action	$19,000	$18,000	$22,000	4
49.0	Dean, Arts and Letters	$20,960	$19,747	$26,280	10
50.0	Dean, Arts and Sciences	$24,230	$24,229	$24,500	5
51.0	Dean, Business	$20,400	$18,942	$22,173	17
53.0	Dean, Continuing Education	$18,000	$16,900	$22,933	13
56.0	Dean, Engineering	$21,000	$15,715	$23,840	4
58.0	Dean, Fine Arts	$18,667	$17,080	$23,772	3
62.0	Dean, Humanities	$22,093	$20,000	$22,466	4
63.0	Dean, Instruction	$26,728	$20,868	$29,000	3
65.0	Dean, Library and Information Sciences	$19,713	$15,535	$23,200	3
68.0	Dean, Nursing	$22,779	$19,888	$24,350	15
69.0	Dean, Occupation Studies/Vocational Education/Technology	$24,500	$21,060	$28,991	19
72.0	Dean, Sciences	$22,400	$19,811	$26,000	14
73.0	Dean, Social Sciences	$19,733	$18,942	$26,400	7

Table 36
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 1,000-2,499

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 1,000 thru 2,499.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 120.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,000	$40,912	$48,400	7
2.0	Chief Executive Officer, Single Institution	$38,600	$36,000	$42,000	115
3.0	Executive Vice President	$31,000	$27,950	$34,200	24
4.0	Chief Academic Officer	$30,717	$28,584	$33,125	109
5.0	Chief Planning Officer	$28,178	$27,285	$30,250	24
6.0	Chief Business Officer	$27,800	$23,952	$30,637	109
7.0	Chief Budgeting Officer	$20,566	$19,550	$26,525	11
8.0	Chief Development Officer	$22,917	$21,659	$25,246	13
9.0	Chief Public Relations Officer	$19,370	$16,500	$21,840	35
11.0	Chief Health Professions Officer	$25,180	$22,703	$29,818	10
13.0	Chief Student Affairs Officer	$27,444	$24,333	$30,456	108
14.0	Registrar	$19,656	$17,000	$23,893	74
15.0	Director, Admissions	$21,250	$18,878	$23,860	73
16.0	Director, Student Financial Aid	$18,366	$15,000	$22,658	97
17.0	Director, Student Placement	$19,076	$16,655	$23,315	47
18.0	Director, Student Counseling	$22,095	$20,260	$26,000	65
19.0	Director, Student Union	$17,836	$15,705	$21,555	32
20.0	Director, Student Health Services	$12,880	$11,400	$16,884	14
21.0	Director, Student Housing	$15,072	$12,698	$17,795	13
22.0	Director, Food Services	$14,280	$13,310	$16,000	22
23.0	Director, Physical Plant	$19,948	$16,905	$21,333	75
24.0	Director, Purchasing	$15,533	$12,000	$18,547	28
25.0	Director, Bookstore	$12,678	$11,564	$14,180	62
26.0	Director, Campus Security	$15,100	$12,331	$18,996	30
28.0	Director, Personnel/Human Resources	$18,800	$16,000	$25,423	21
29.0	Director, Affirmative Action/Equal Employment	$21,025	$15,800	$27,000	8
31.0	Director, Library Services	$23,239	$20,000	$25,888	103
32.0	Director, Computer Center	$22,021	$18,972	$24,377	64
33.0	Director, Information Systems	$26,879	$17,000	$30,450	3
34.0	Director, Information Office	$15,990	$13,775	$20,388	27
35.0	Director, Community Services	$24,585	$21,882	$27,213	55
36.0	Director, Institutional Research	$21,580	$17,500	$26,570	32
37.0	Comptroller	$19,890	$16,500	$23,172	30
38.0	Director, Athletics	$23,604	$20,246	$26,346	53
39.0	Director, Auxiliary Services	$23,194	$20,160	$27,292	13
40.0	Administrator, Grants and Contracts	$23,000	$20,628	$25,000	18
41.0	Chief Development and Public Relations Officer	$19,855	$18,696	$27,825	10
42.0	Chief Planning and Budget Officer	$30,625	$18,000	$37,075	5
43.0	Director, Admissions and Financial Aid	$23,050	$21,450	$28,974	6
45.0	Director, Personnel and Affirmative Action	$20,727	$16,672	$24,000	24
48.0	Dean, Agriculture	$23,621	$21,946	$27,000	10
49.0	Dean, Arts and Letters	$27,160	$23,359	$30,000	7
50.0	Dean, Arts and Sciences	$27,000	$24,665	$30,967	23
51.0	Dean, Business	$24,430	$21,398	$27,000	49
52.0	Dean, Communications	$25,038	$22,033	$27,000	15
53.0	Dean, Continuing Education	$23,709	$21,424	$27,000	53
55.0	Dean, Education	$24,000	$20,013	$28,349	5
56.0	Dean, Engineering	$24,751	$23,280	$27,587	10
57.0	Dean, Extension	$20,285	$20,042	$24,120	6
58.0	Dean, Fine Arts	$24,480	$23,332	$26,273	10
60.0	Dean, Health Related Professions	$23,500	$22,092	$28,350	26
61.0	Dean, Home Economics	$21,639	$20,465	$23,969	4
62.0	Dean, Humanities	$25,550	$22,892	$28,350	27
63.0	Dean, Instruction	$29,684	$20,610	$32,060	3
65.0	Dean, Library and Information Sciences	$19,608	$16,724	$22,202	8
67.0	Dean, Music	$23,027	$18,052	$26,560	5
68.0	Dean, Nursing	$23,750	$22,084	$26,378	33
69.0	Dean, Occupation Studies/Vocational Education/Technology	$27,000	$23,000	$29,835	61
72.0	Dean, Sciences	$25,309	$24,285	$28,379	30
73.0	Dean, Social Sciences	$22,987	$21,108	$26,270	28
75.0	Dean, Special Programs	$22,403	$18,472	$27,000	6

Table 37
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 2,500-4,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 2,500 thru 4,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 97.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$45,340	$41,562	$48,342	12
2.0	Chief Executive Officer, Single Institution	$42,893	$39,751	$46,398	83
3.0	Executive Vice President	$35,051	$32,190	$39,801	21
4.0	Chief Academic Officer	$33,843	$31,294	$37,515	84
5.0	Chief Planning Officer	$30,276	$27,000	$34,500	21
6.0	Chief Business Officer	$32,500	$28,525	$36,370	84
7.0	Chief Budgeting Officer	$25,000	$22,130	$29,244	20
8.0	Chief Development Officer	$26,800	$25,440	$32,183	9
9.0	Chief Public Relations Officer	$22,186	$19,120	$24,600	40
10.0	Director, Alumni Affairs	$18,505	$11,500	$22,282	8
11.0	Chief Health Professions Officer	$29,103	$28,000	$32,804	6
13.0	Chief Student Affairs Officer	$31,597	$28,441	$35,647	90
14.0	Registrar	$24,270	$18,900	$27,908	63
15.0	Director, Admissions	$23,125	$20,676	$27,125	58
16.0	Director, Student Financial Aid	$21,626	$18,931	$24,018	77
17.0	Director, Student Placement	$20,245	$16,963	$22,584	46
18.0	Director, Student Counseling	$25,295	$21,640	$29,776	65
19.0	Director, Student Union	$22,848	$17,600	$27,183	40
20.0	Director, Student Health Services	$17,400	$15,125	$19,821	20
21.0	Director, Student Housing	$16,996	$15,626	$18,344	8
22.0	Director, Food Services	$18,064	$15,810	$19,904	16
23.0	Director, Physical Plant	$23,469	$20,053	$25,982	73
24.0	Director, Purchasing	$20,000	$18,122	$22,239	41
25.0	Director, Bookstore	$16,400	$14,810	$19,500	46
26.0	Director, Campus Security	$16,952	$14,337	$20,100	45
28.0	Director, Personnel/Human Resources	$24,665	$19,976	$28,300	33
29.0	Director, Affirmative Action/Equal Employment	$17,424	$15,356	$22,625	18
30.0	Director, Employee Training	$17,786	$13,325	$26,838	3
31.0	Director, Library Services	$26,297	$23,200	$30,533	81
32.0	Director, Computer Center	$23,629	$21,500	$27,650	49
33.0	Director, Information Systems	$27,129	$25,301	$28,743	12
34.0	Director, Information Office	$18,000	$15,732	$20,880	30
35.0	Director, Community Services	$25,000	$21,625	$27,989	57
36.0	Director, Institutional Research	$22,590	$20,493	$25,077	30
37.0	Comptroller	$24,125	$21,428	$27,638	44
38.0	Director, Athletics	$27,612	$24,530	$30,376	33
39.0	Director, Auxiliary Services	$22,210	$17,304	$25,740	12
40.0	Administrator, Grants and Contracts	$24,900	$19,910	$29,000	21
41.0	Chief Development and Public Relations Officer	$25,600	$13,860	$27,720	8
43.0	Director, Admissions and Financial Aid	$28,417	$23,800	$30,419	9
45.0	Director, Personnel and Affirmative Action	$23,731	$20,000	$25,873	19
46.0	Director, Development and Alumni Affairs	$25,624	$20,550	$25,979	3
48.0	Dean, Agriculture	$26,750	$25,400	$31,027	8
49.0	Dean, Arts and Letters	$27,323	$24,534	$33,164	11
50.0	Dean, Arts and Sciences	$28,000	$26,803	$32,799	22
51.0	Dean, Business	$28,303	$25,636	$30,631	49
52.0	Dean, Communications	$26,246	$24,000	$29,445	20
53.0	Dean, Continuing Education	$25,968	$21,050	$31,517	35
54.0	Dean, Dentistry	$33,170	$24,720	$45,600	5
55.0	Dean, Education	$24,453	$23,933	$27,445	4
56.0	Dean, Engineering	$28,279	$24,437	$30,945	16
57.0	Dean, Extension	$23,933	$18,000	$34,100	4
58.0	Dean, Fine Arts	$29,324	$28,195	$34,139	9
60.0	Dean, Health Related Professions	$28,364	$25,364	$33,750	30
61.0	Dean, Home Economics	$27,459	$26,020	$33,266	6
62.0	Dean, Humanities	$28,303	$26,502	$35,111	23
63.0	Dean, Instruction	$33,643	$28,256	$42,213	5
67.0	Dean, Music	$27,193	$23,084	$40,185	3
68.0	Dean, Nursing	$25,615	$23,640	$28,500	25
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,431	$27,132	$33,000	46
72.0	Dean, Sciences	$28,023	$24,159	$31,600	40
73.0	Dean, Social Sciences	$28,185	$24,750	$31,536	35
75.0	Dean, Special Programs	$25,929	$24,608	$26,038	4
76.0	Dean, Undergraduate Programs	$23,800	$22,235	$23,952	4

Table 38
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 5,000-9,999

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 5,000 thru 9,999.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 48.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,150	$41,799	$51,500	9
2.0	Chief Executive Officer, Single Institution	$45,900	$43,723	$49,500	39
3.0	Executive Vice President	$37,980	$33,465	$40,465	14
4.0	Chief Academic Officer	$38,212	$34,279	$41,730	41
5.0	Chief Planning Officer	$33,500	$32,025	$38,257	13
6.0	Chief Business Officer	$35,713	$31,733	$39,833	45
7.0	Chief Budgeting Officer	$28,870	$27,332	$35,500	14
8.0	Chief Development Officer	$29,500	$24,300	$30,467	12
9.0	Chief Public Relations Officer	$27,600	$22,848	$31,250	19
10.0	Director, Alumni Affairs	$18,190	$15,931	$22,169	5
13.0	Chief Student Affairs Officer	$35,000	$30,996	$38,885	42
14.0	Registrar	$26,911	$21,266	$29,700	32
15.0	Director, Admissions	$27,400	$24,600	$32,042	31
16.0	Director, Student Financial Aid	$24,231	$20,331	$27,400	38
17.0	Director, Student Placement	$19,750	$17,350	$22,283	27
18.0	Director, Student Counseling	$28,252	$23,667	$33,413	38
19.0	Director, Student Union	$25,250	$20,471	$30,200	17
20.0	Director, Student Health Services	$21,225	$18,010	$24,225	13
22.0	Director, Food Services	$20,100	$16,200	$24,700	9
23.0	Director, Physical Plant	$25,511	$23,500	$28,800	41
24.0	Director, Purchasing	$20,220	$17,760	$22,934	32
25.0	Director, Bookstore	$17,922	$14,551	$21,000	27
26.0	Director, Campus Security	$20,000	$16,344	$22,248	25
28.0	Director, Personnel/Human Resources	$29,206	$24,600	$33,672	31
29.0	Director, Affirmative Action/Equal Employment	$23,600	$18,300	$28,585	17
30.0	Director, Employee Training	$20,960	$18,500	$23,200	5
31.0	Director, Library Services	$29,155	$25,292	$32,500	39
32.0	Director, Computer Center	$26,762	$22,236	$31,617	34
33.0	Director, Information Systems	$28,209	$24,377	$33,566	14
34.0	Director, Information Office	$20,651	$16,652	$25,185	16
35.0	Director, Community Services	$29,544	$24,775	$36,800	29
36.0	Director, Institutional Research	$26,690	$22,300	$31,664	30
37.0	Comptroller	$26,525	$23,500	$28,000	27
38.0	Director, Athletics	$29,400	$25,315	$32,148	29
39.0	Director, Auxiliary Services	$28,270	$25,517	$30,800	9
40.0	Administrator, Grants and Contracts	$25,500	$20,200	$26,596	15
41.0	Chief Development and Public Relations Officer	$27,300	$18,336	$41,168	3
45.0	Director, Personnel and Affirmative Action	$27,300	$23,700	$31,300	10
46.0	Director, Development and Alumni Affairs	$26,536	$20,600	$33,009	3
49.0	Dean, Arts and Letters	$33,157	$32,400	$35,430	3
50.0	Dean, Arts and Sciences	$32,496	$29,566	$37,000	11
51.0	Dean, Business	$32,400	$30,088	$33,157	26
52.0	Dean, Communications	$29,300	$28,131	$32,122	9
53.0	Dean, Continuing Education	$32,224	$23,600	$34,123	17
56.0	Dean, Engineering	$29,469	$27,193	$33,800	10
58.0	Dean, Fine Arts	$31,345	$27,650	$33,412	10
60.0	Dean, Health Related Professions	$32,092	$28,592	$33,800	20
62.0	Dean, Humanities	$30,194	$27,057	$35,157	14
65.0	Dean, Library and Information Sciences	$30,500	$25,800	$32,990	6
67.0	Dean, Music	$27,650	$26,576	$28,350	4
68.0	Dean, Nursing	$26,294	$23,100	$32,122	11
69.0	Dean, Occupation Studies/Vocational Education/Technology	$33,955	$30,030	$36,300	16
72.0	Dean, Sciences	$32,799	$29,260	$34,320	21
73.0	Dean, Social Sciences	$29,835	$28,318	$33,955	19

Table 39
PUBLIC 2-YEAR COLLEGES WITH ENROLLMENTS 10,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** 10,000 or more. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 31.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$54,419	$51,000	$58,808	18
2.0	Chief Executive Officer, Single Institution	$47,800	$43,992	$52,983	21
3.0	Executive Vice President	$43,405	$39,500	$49,600	16
4.0	Chief Academic Officer	$40,800	$35,800	$44,869	27
5.0	Chief Planning Officer	$35,000	$28,981	$40,464	11
6.0	Chief Business Officer	$40,000	$34,000	$43,065	27
7.0	Chief Budgeting Officer	$30,102	$26,800	$35,852	18
8.0	Chief Development Officer	$32,517	$27,636	$36,735	11
9.0	Chief Public Relations Officer	$26,700	$24,550	$30,024	20
11.0	Chief Health Professions Officer	$32,546	$31,000	$34,330	5
13.0	Chief Student Affairs Officer	$35,111	$33,200	$41,000	25
14.0	Registrar	$28,700	$25,560	$32,085	21
15.0	Director, Admissions	$30,106	$26,112	$35,388	16
16.0	Director, Student Financial Aid	$25,488	$23,562	$31,071	25
17.0	Director, Student Placement	$26,558	$21,394	$32,392	13
18.0	Director, Student Counseling	$29,076	$25,319	$37,235	19
19.0	Director, Student Union	$24,860	$23,115	$32,392	9
20.0	Director, Student Health Services	$21,635	$18,539	$26,641	7
22.0	Director, Food Services	$21,664	$18,204	$30,840	10
23.0	Director, Physical Plant	$29,592	$24,840	$33,042	25
24.0	Director, Purchasing	$26,964	$24,828	$30,000	21
25.0	Director, Bookstore	$21,924	$17,000	$23,661	19
26.0	Director, Campus Security	$21,000	$15,450	$24,563	18
27.0	Director, Legal Services	$29,092	$24,000	$34,462	10
28.0	Director, Personnel/Human Resources	$31,939	$26,625	$36,248	21
29.0	Director, Affirmative Action/Equal Employment	$26,922	$22,588	$30,400	15
30.0	Director, Employee Training	$20,714	$18,000	$27,003	5
31.0	Director, Library Services	$31,071	$28,895	$35,237	20
32.0	Director, Computer Center	$30,856	$26,172	$34,000	20
33.0	Director, Information Systems	$27,663	$24,500	$32,598	10
34.0	Director, Information Office	$16,500	$15,000	$21,664	10
35.0	Director, Community Services	$31,700	$25,864	$36,977	15
36.0	Director, Institutional Research	$30,952	$24,817	$35,300	22
37.0	Comptroller	$28,009	$26,312	$35,500	18
38.0	Director, Athletics	$33,368	$27,150	$35,368	11
39.0	Director, Auxiliary Services	$27,840	$27,156	$35,388	5
40.0	Administrator, Grants and Contracts	$26,265	$22,162	$32,268	14
42.0	Chief Planning and Budget Officer	$40,857	$21,400	$43,404	3
45.0	Director, Personnel and Affirmative Action	$31,668	$25,600	$46,252	3
50.0	Dean, Arts and Sciences	$34,854	$32,402	$38,644	4
51.0	Dean, Business	$31,231	$26,500	$37,235	12
52.0	Dean, Communications	$29,076	$22,489	$36,247	4
53.0	Dean, Continuing Education	$31,640	$29,076	$40,462	10
55.0	Dean, Education	$27,400	$23,948	$39,412	3
60.0	Dean, Health Related Professions	$29,103	$27,927	$32,375	10
62.0	Dean, Humanities	$28,740	$25,194	$31,640	7
63.0	Dean, Instruction	$36,307	$27,243	$40,393	4
68.0	Dean, Nursing	$25,000	$23,775	$27,858	8
69.0	Dean, Occupation Studies/Vocational Education/Technology	$32,802	$27,413	$39,236	12
72.0	Dean, Sciences	$29,000	$28,720	$33,663	9
73.0	Dean, Social Sciences	$29,904	$27,511	$36,247	9

Table 40
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 999 OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 999 or less.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 36.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$27,820	$24,478	$33,000	35
3.0	Executive Vice President	$20,000	$16,902	$25,840	12
4.0	Chief Academic Officer	$20,000	$17,836	$24,400	30
5.0	Chief Planning Officer	$18,620	$18,293	$23,144	4
6.0	Chief Business Officer	$19,074	$15,000	$22,050	26
8.0	Chief Development Officer	$19,008	$16,644	$24,910	17
9.0	Chief Public Relations Officer	$12,960	$8,310	$16,500	14
10.0	Director, Alumni Affairs	$12,978	$10,450	$13,333	13
13.0	Chief Student Affairs Officer	$19,080	$14,000	$20,800	24
14.0	Registrar	$14,020	$12,000	$16,246	20
15.0	Director, Admissions	$16,861	$13,526	$19,100	26
16.0	Director, Student Financial Aid	$12,075	$11,294	$15,500	24
17.0	Director, Student Placement	$12,000	$10,070	$13,488	10
18.0	Director, Student Counseling	$14,400	$12,800	$16,800	14
19.0	Director, Student Union	$12,720	$12,000	$14,000	4
20.0	Director, Student Health Services	$11,133	$10,680	$12,240	8
21.0	Director, Student Housing	$12,373	$12,000	$16,800	8
22.0	Director, Food Services	$9,200	$8,662	$14,500	10
23.0	Director, Physical Plant	$15,750	$13,260	$18,020	16
24.0	Director, Purchasing	$12,564	$7,904	$13,768	5
25.0	Director, Bookstore	$8,568	$6,667	$10,000	17
26.0	Director, Campus Security	$10,000	$6,250	$10,000	4
31.0	Director, Library Services	$15,000	$12,530	$16,511	29
32.0	Director, Computer Center	$13,000	$11,000	$16,865	7
34.0	Director, Information Office	$13,527	$12,850	$14,400	5
37.0	Comptroller	$16,000	$12,269	$20,546	10
38.0	Director, Athletics	$14,965	$12,600	$16,800	14
39.0	Director, Auxiliary Services	$12,715	$10,500	$18,900	3
41.0	Chief Development and Public Relations Officer	$17,775	$12,500	$20,000	3
43.0	Director, Admissions and Financial Aid	$10,680	$9,600	$12,571	4
46.0	Director, Development and Alumni Affairs	$16,778	$12,811	$30,200	3
49.0	Dean, Arts and Letters	$16,336	$13,333	$18,267	5
51.0	Dean, Business	$20,933	$12,000	$22,050	7
53.0	Dean, Continuing Education	$17,179	$9,360	$18,000	6
58.0	Dean, Fine Arts	$18,471	$1,392	$21,339	3
62.0	Dean, Humanities	$22,593	$22,480	$23,867	6
68.0	Dean, Nursing	$24,720	$18,250	$24,786	3
69.0	Dean, Occupation Studies/Vocational Education/Technology	$15,500	$1,464	$17,120	4
72.0	Dean, Sciences	$18,125	$15,551	$21,040	6
73.0	Dean, Social Sciences	$20,933	$19,845	$23,285	4

Table 41
PRIVATE 2-YEAR COLLEGES WITH ENROLLMENTS 1,000 OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** 1,000 or more.
1979/80 BUDGET RANGE: Not specified. **CASES SELECTED:** 10.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$37,000	$34,025	$45,750	9
3.0	Executive Vice President	$31,000	$29,815	$36,670	7
4.0	Chief Academic Officer	$27,500	$25,000	$32,302	10
6.0	Chief Business Officer	$28,325	$27,000	$34,500	5
8.0	Chief Development Officer	$12,000	$1,960	$24,000	4
9.0	Chief Public Relations Officer	$15,000	$12,000	$34,000	6
10.0	Director, Alumni Affairs	$13,600	$13,500	$14,000	5
13.0	Chief Student Affairs Officer	$25,000	$24,000	$28,000	9
14.0	Registrar	$14,504	$13,000	$19,000	7
15.0	Director, Admissions	$18,405	$17,000	$26,000	10
16.0	Director, Student Financial Aid	$16,000	$14,700	$17,784	9
18.0	Director, Student Counseling	$15,056	$10,400	$18,720	6
20.0	Director, Student Health Services	$14,534	$12,240	$15,879	5
21.0	Director, Student Housing	$12,600	$10,800	$15,085	4
22.0	Director, Food Services	$20,000	$18,900	$32,000	3
23.0	Director, Physical Plant	$20,000	$18,250	$27,355	8
24.0	Director, Purchasing	$14,000	$11,350	$19,132	5
25.0	Director, Bookstore	$11,900	$8,776	$15,700	7
26.0	Director, Campus Security	$15,189	$14,000	$16,100	5
31.0	Director, Library Services	$17,000	$15,980	$20,950	9
32.0	Director, Computer Center	$22,805	$15,325	$24,035	3
36.0	Director, Institutional Research	$23,459	$10,000	$26,880	3
37.0	Comptroller	$20,210	$18,500	$28,100	7
38.0	Director, Athletics	$16,029	$16,000	$18,936	6
51.0	Dean, Business	$20,271	$18,000	$36,333	3
53.0	Dean, Continuing Education	$20,834	$18,000	$21,065	4

Table 42
UNIVERSITIES WITH BUDGETS $7.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $7,499,999 or less. **CASES SELECTED:** 39.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$43,100	$41,002	$71,500	4
2.0	Chief Executive Officer, Single Institution	$41,000	$36,623	$47,250	35
3.0	Executive Vice President	$30,480	$28,500	$39,960	14
4.0	Chief Academic Officer	$34,572	$31,312	$39,500	32
5.0	Chief Planning Officer	$37,500	$22,979	$49,900	7
6.0	Chief Business Officer	$30,000	$26,400	$35,930	32
7.0	Chief Budgeting Officer	$24,000	$14,951	$32,207	8
8.0	Chief Development Officer	$26,500	$22,665	$32,100	23
9.0	Chief Public Relations Officer	$18,148	$16,200	$20,533	20
10.0	Director, Alumni Affairs	$16,680	$15,100	$20,000	19
11.0	Chief Health Professions Officer	$21,884	$17,039	$51,500	6
13.0	Chief Student Affairs Officer	$25,388	$22,936	$28,900	32
14.0	Registrar	$19,500	$17,208	$22,779	34
15.0	Director, Admissions	$20,300	$18,000	$25,000	30
16.0	Director, Student Financial Aid	$16,200	$14,011	$20,388	33
17.0	Director, Student Placement	$16,000	$12,000	$20,500	20
18.0	Director, Student Counseling	$20,100	$16,153	$24,270	20
19.0	Director, Student Union	$14,170	$12,324	$16,056	16
20.0	Director, Student Health Services	$15,000	$14,130	$24,750	9
21.0	Director, Student Housing	$12,600	$10,380	$18,700	18
22.0	Director, Food Services	$16,000	$15,260	$16,600	5
23.0	Director, Physical Plant	$21,514	$19,207	$25,500	32
24.0	Director, Purchasing	$15,500	$13,728	$18,540	16
25.0	Director, Bookstore	$13,728	$11,700	$17,836	27
26.0	Director, Campus Security	$14,100	$12,126	$19,607	18
27.0	Director, Legal Services	$35,000	$22,698	$51,000	5
28.0	Director, Personnel/Human Resources	$16,188	$13,668	$26,135	10
29.0	Director, Affirmative Action/Equal Employment	$21,600	$16,125	$36,460	6
31.0	Director, Library Services	$22,527	$17,353	$24,564	35
32.0	Director, Computer Center	$19,760	$15,600	$25,200	28
34.0	Director, Information Office	$19,000	$12,720	$24,480	9
35.0	Director, Community Services	$16,644	$13,236	$18,000	6
36.0	Director, Institutional Research	$23,100	$15,600	$26,830	15
37.0	Comptroller	$21,000	$18,460	$24,108	25
38.0	Director, Athletics	$22,145	$18,700	$23,595	25
39.0	Director, Auxiliary Services	$21,600	$17,047	$24,036	8
40.0	Administrator, Grants and Contracts	$19,552	$17,500	$23,000	6
42.0	Chief Planning and Budget Officer	$32,990	$19,659	$34,200	8
45.0	Director, Personnel and Affirmative Action	$18,998	$16,500	$20,250	6
48.0	Dean, Agriculture	$30,664	$22,488	$31,488	4
50.0	Dean, Arts and Sciences	$29,000	$27,228	$37,488	10
51.0	Dean, Business	$32,000	$25,245	$34,920	16
53.0	Dean, Continuing Education	$24,799	$22,470	$30,750	13
55.0	Dean, Education	$27,240	$24,188	$30,480	20
58.0	Dean, Fine Arts	$31,000	$24,188	$34,920	10
59.0	Dean, Graduate Programs	$32,120	$22,438	$39,000	11
62.0	Dean, Humanities	$24,078	$20,000	$26,560	8
64.0	Dean, Law	$53,000	$17,128	$53,500	3
67.0	Dean, Music	$20,350	$20,000	$28,120	6
68.0	Dean, Nursing	$26,800	$23,926	$32,400	6
72.0	Dean, Sciences	$25,075	$22,000	$31,488	8
73.0	Dean, Social Sciences	$22,808	$21,144	$34,243	7
74.0	Dean, Social Work	$31,650	$21,315	$44,400	3
76.0	Dean, Undergraduate Programs	$21,516	$17,300	$42,000	3

Table 43
UNIVERSITIES WITH BUDGETS $7.5-14.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $7,500,000 thru $14,999,999. **CASES SELECTED:** 61.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$50,800	$44,300	$54,500	56
3.0	Executive Vice President	$39,700	$34,500	$41,592	16
4.0	Chief Academic Officer	$38,520	$36,221	$41,500	52
5.0	Chief Planning Officer	$28,600	$24,000	$36,850	17
6.0	Chief Business Officer	$35,600	$31,000	$40,000	59
7.0	Chief Budgeting Officer	$26,900	$22,500	$31,150	19
8.0	Chief Development Officer	$31,500	$27,786	$36,700	31
9.0	Chief Public Relations Officer	$21,850	$19,250	$25,134	31
10.0	Director, Alumni Affairs	$18,685	$16,800	$20,200	42
11.0	Chief Health Professions Officer	$30,000	$29,376	$33,100	5
13.0	Chief Student Affairs Officer	$30,400	$27,225	$33,800	61
14.0	Registrar	$23,028	$19,698	$26,501	57
15.0	Director, Admissions	$22,843	$20,176	$25,000	48
16.0	Director, Student Financial Aid	$20,750	$19,500	$22,864	58
17.0	Director, Student Placement	$19,400	$16,093	$22,900	53
18.0	Director, Student Counseling	$20,638	$18,575	$23,905	42
19.0	Director, Student Union	$18,000	$15,000	$22,478	45
20.0	Director, Student Health Services	$19,987	$14,400	$28,300	25
21.0	Director, Student Housing	$18,010	$15,000	$20,424	44
22.0	Director, Food Services	$21,000	$19,994	$22,400	17
23.0	Director, Physical Plant	$25,000	$21,400	$27,076	59
24.0	Director, Purchasing	$17,762	$14,544	$20,425	40
25.0	Director, Bookstore	$15,500	$14,175	$18,318	42
26.0	Director, Campus Security	$16,797	$14,000	$18,552	48
27.0	Director, Legal Services	$18,961	$11,500	$23,500	4
28.0	Director, Personnel/Human Resources	$19,800	$19,000	$22,690	32
29.0	Director, Affirmative Action/Equal Employment	$22,091	$18,402	$23,947	20
31.0	Director, Library Services	$25,380	$23,850	$27,353	59
32.0	Director, Computer Center	$24,125	$21,977	$26,244	48
33.0	Director, Information Systems	$24,675	$22,499	$27,000	11
34.0	Director, Information Office	$18,900	$15,701	$19,900	27
35.0	Director, Community Services	$22,400	$15,007	$26,220	11
36.0	Director, Institutional Research	$25,217	$21,753	$27,275	24
37.0	Comptroller	$25,000	$21,890	$28,100	39
38.0	Director, Athletics	$27,800	$24,960	$30,750	52
39.0	Director, Auxiliary Services	$21,204	$18,700	$26,750	14
40.0	Administrator, Grants and Contracts	$20,500	$17,000	$27,500	16
41.0	Chief Development and Public Relations Officer	$30,559	$25,500	$33,170	13
42.0	Chief Planning and Budget Officer	$34,160	$23,400	$36,400	4
43.0	Director, Admissions and Financial Aid	$26,500	$21,800	$29,628	7
44.0	Director, Housing and Food Services	$21,400	$14,153	$25,100	3
45.0	Director, Personnel and Affirmative Action	$21,000	$18,942	$23,040	14
46.0	Director, Development and Alumni Affairs	$22,365	$16,500	$29,970	8
48.0	Dean, Agriculture	$28,500	$26,787	$30,346	6
49.0	Dean, Arts and Letters	$28,420	$25,512	$35,040	3
50.0	Dean, Arts and Sciences	$33,000	$30,684	$37,250	37
51.0	Dean, Business	$33,650	$31,800	$36,340	41
52.0	Dean, Communications	$27,360	$20,330	$29,119	7
53.0	Dean, Continuing Education	$27,576	$22,382	$30,888	25
55.0	Dean, Education	$33,180	$29,040	$36,000	34
56.0	Dean, Engineering	$36,000	$34,400	$38,273	10
57.0	Dean, Extension	$26,000	$18,497	$33,100	8
58.0	Dean, Fine Arts	$33,000	$25,897	$36,600	19
59.0	Dean, Graduate Programs	$32,545	$28,860	$36,500	36
61.0	Dean, Home Economics	$25,284	$20,880	$28,533	8
62.0	Dean, Humanities	$32,057	$29,011	$35,700	9
64.0	Dean, Law	$48,108	$44,690	$49,000	9
67.0	Dean, Music	$28,787	$25,867	$31,803	13
68.0	Dean, Nursing	$29,850	$25,867	$33,434	21
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,736	$21,800	$35,340	7
70.0	Dean, Pharmacy	$37,250	$33,635	$44,500	3
72.0	Dean, Sciences	$32,775	$28,716	$34,726	12
73.0	Dean, Social Sciences	$27,600	$24,909	$31,519	12
74.0	Dean, Social Work	$24,000	$23,004	$25,120	6
76.0	Dean, Undergraduate Programs	$30,100	$23,440	$31,108	5

Table 44

UNIVERSITIES WITH BUDGETS $15-29.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $15,000,000 thru $29,999,999. **CASES SELECTED:** 92.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$52,900	$48,150	$60,000	9
2.0	Chief Executive Officer, Single Institution	$52,144	$47,000	$55,000	80
3.0	Executive Vice President	$39,000	$35,818	$44,376	23
4.0	Chief Academic Officer	$42,600	$39,000	$46,400	84
5.0	Chief Planning Officer	$32,160	$30,334	$39,620	28
6.0	Chief Business Officer	$38,424	$34,750	$41,796	87
7.0	Chief Budgeting Officer	$26,800	$23,600	$32,550	47
8.0	Chief Development Officer	$33,800	$27,000	$41,069	55
9.0	Chief Public Relations Officer	$28,600	$23,285	$31,500	45
10.0	Director, Alumni Affairs	$19,092	$16,380	$22,263	68
12.0	Administrator, Hospital Medical Center	$30,000	$17,931	$37,000	3
13.0	Chief Student Affairs Officer	$35,000	$31,500	$37,500	87
14.0	Registrar	$24,168	$21,463	$29,000	80
15.0	Director, Admissions	$24,000	$21,180	$28,996	76
16.0	Director, Student Financial Aid	$22,428	$20,500	$25,150	86
17.0	Director, Student Placement	$22,140	$18,990	$25,958	78
18.0	Director, Student Counseling	$25,356	$22,500	$28,013	77
19.0	Director, Student Union	$22,600	$20,000	$25,672	67
20.0	Director, Student Health Services	$28,622	$17,300	$42,840	57
21.0	Director, Student Housing	$21,000	$18,000	$23,130	70
22.0	Director, Food Services	$23,029	$20,611	$23,904	34
23.0	Director, Physical Plant	$27,144	$24,420	$30,228	90
24.0	Director, Purchasing	$20,736	$18,400	$23,400	73
25.0	Director, Bookstore	$20,200	$16,276	$22,500	64
26.0	Director, Campus Security	$19,309	$16,188	$22,980	81
27.0	Director, Legal Services	$30,667	$25,156	$40,000	23
28.0	Director, Personnel/Human Resources	$22,600	$20,000	$26,472	61
29.0	Director, Affirmative Action/Equal Employment	$23,976	$20,039	$26,350	45
30.0	Director, Employee Training	$17,150	$13,000	$26,148	6
31.0	Director, Library Services	$31,200	$26,985	$33,548	85
32.0	Director, Computer Center	$28,550	$24,898	$32,760	78
33.0	Director, Information Systems	$27,500	$25,814	$32,064	24
34.0	Director, Information Office	$21,866	$18,000	$25,608	46
35.0	Director, Community Services	$23,926	$17,115	$29,000	17
36.0	Director, Institutional Research	$27,760	$23,250	$31,000	59
37.0	Comptroller	$27,500	$24,500	$30,698	66
38.0	Director, Athletics	$30,000	$26,614	$33,752	75
39.0	Director, Auxiliary Services	$24,650	$22,400	$30,456	31
40.0	Administrator, Grants and Contracts	$25,068	$21,363	$28,616	48
41.0	Chief Development and Public Relations Officer	$36,200	$32,424	$37,380	16
42.0	Chief Planning and Budget Officer	$39,742	$34,000	$40,000	5
43.0	Director, Admissions and Financial Aid	$27,000	$25,500	$30,000	4
44.0	Director, Housing and Food Services	$24,359	$24,273	$29,900	4
45.0	Director, Personnel and Affirmative Action	$24,742	$22,008	$30,564	18
46.0	Director, Development and Alumni Affairs	$27,276	$23,540	$32,250	9
47.0	Dean, Architecture	$40,600	$40,349	$42,000	5
48.0	Dean, Agriculture	$36,389	$32,751	$39,000	12
49.0	Dean, Arts and Letters	$36,300	$35,486	$38,832	17
50.0	Dean, Arts and Sciences	$37,260	$34,705	$40,850	56
51.0	Dean, Business	$37,800	$35,600	$42,000	79
52.0	Dean, Communications	$32,200	$29,532	$35,361	16
53.0	Dean, Continuing Education	$29,736	$26,048	$34,314	57
55.0	Dean, Education	$37,173	$34,195	$41,316	66
56.0	Dean, Engineering	$41,850	$37,000	$43,800	29
57.0	Dean, Extension	$34,250	$31,032	$38,400	13
58.0	Dean, Fine Arts	$36,500	$33,850	$39,110	26
59.0	Dean, Graduate Programs	$36,050	$34,473	$38,864	68
60.0	Dean, Health Related Professions	$36,440	$33,883	$39,600	19
61.0	Dean, Home Economics	$32,700	$31,482	$35,832	13
62.0	Dean, Humanities	$37,380	$32,562	$40,339	16
63.0	Dean, Instruction	$32,112	$28,700	$37,013	3
64.0	Dean, Law	$47,600	$44,702	$51,500	19
65.0	Dean, Library and Information Sciences	$32,595	$30,000	$34,716	10
66.0	Dean, Medicine	$66,000	$60,108	$69,500	8
67.0	Dean, Music	$31,398	$28,813	$34,000	18
68.0	Dean, Nursing	$35,486	$32,160	$40,823	35
69.0	Dean, Occupation Studies/Vocational Education/Technology	$36,040	$31,325	$37,800	19
70.0	Dean, Pharmacy	$36,300	$35,528	$39,207	10
72.0	Dean, Sciences	$36,948	$34,300	$42,360	25
73.0	Dean, Social Sciences	$37,950	$28,245	$41,316	11
74.0	Dean, Social Work	$32,067	$26,400	$33,500	9
75.0	Dean, Special Programs	$36,000	$30,228	$36,336	4
76.0	Dean, Undergraduate Programs	$35,361	$35,150	$37,500	5

Table 45
UNIVERSITIES WITH BUDGETS $30-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $30,000,000 or more. **CASES SELECTED:** 166.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$60,200	$55,000	$70,000	33
2.0	Chief Executive Officer, Single Institution	$60,000	$55,000	$66,000	133
3.0	Executive Vice President	$52,368	$46,536	$59,500	61
4.0	Chief Academic Officer	$50,800	$46,536	$56,000	145
5.0	Chief Planning Officer	$43,046	$36,200	$48,300	60
6.0	Chief Business Officer	$46,100	$42,750	$50,880	148
7.0	Chief Budgeting Officer	$32,300	$28,728	$37,762	105
8.0	Chief Development Officer	$39,600	$33,108	$45,001	97
9.0	Chief Public Relations Officer	$35,600	$29,960	$40,662	96
10.0	Director, Alumni Affairs	$26,700	$22,620	$31,572	125
11.0	Chief Health Professions Officer	$60,840	$52,400	$73,860	41
12.0	Administrator, Hospital Medical Center	$55,000	$39,600	$61,506	33
13.0	Chief Student Affairs Officer	$41,000	$36,200	$45,120	142
14.0	Registrar	$28,500	$25,770	$33,200	139
15.0	Director, Admissions	$29,000	$26,500	$32,643	139
16.0	Director, Student Financial Aid	$26,000	$23,100	$29,014	150
17.0	Director, Student Placement	$25,300	$21,720	$28,475	142
18.0	Director, Student Counseling	$29,400	$26,000	$32,953	131
19.0	Director, Student Union	$25,740	$20,940	$30,000	115
20.0	Director, Student Health Services	$43,464	$36,598	$49,535	130
21.0	Director, Student Housing	$25,000	$21,000	$30,175	127
22.0	Director, Food Services	$28,000	$24,050	$31,180	77
23.0	Director, Physical Plant	$33,120	$31,075	$38,575	153
24.0	Director, Purchasing	$26,148	$23,064	$29,670	150
25.0	Director, Bookstore	$24,200	$20,800	$27,125	114
26.0	Director, Campus Security	$25,600	$22,400	$30,696	143
27.0	Director, Legal Services	$36,781	$29,500	$42,800	73
28.0	Director, Personnel/Human Resources	$31,500	$27,800	$35,510	147
29.0	Director, Affirmative Action/Equal Employment	$26,500	$23,172	$31,250	127
30.0	Director, Employee Training	$20,500	$18,283	$26,148	44
31.0	Director, Library Services	$38,200	$34,500	$42,000	148
32.0	Director, Computer Center	$36,000	$32,000	$40,224	132
33.0	Director, Information Systems	$33,600	$30,000	$38,280	80
34.0	Director, Information Office	$26,304	$23,058	$31,416	105
35.0	Director, Community Services	$24,578	$22,000	$32,500	32
36.0	Director, Institutional Research	$31,500	$26,750	$37,300	108
37.0	Comptroller	$34,250	$31,387	$39,000	127
38.0	Director, Athletics	$36,765	$32,250	$42,840	135
39.0	Director, Auxiliary Services	$31,800	$29,300	$37,000	69
40.0	Administrator, Grants and Contracts	$30,732	$26,500	$36,200	133
41.0	Chief Development and Public Relations Officer	$45,000	$36,500	$48,600	33
42.0	Chief Planning and Budget Officer	$41,000	$36,000	$48,815	30
43.0	Director, Admissions and Financial Aid	$34,500	$32,954	$40,000	16
44.0	Director, Housing and Food Services	$30,698	$25,356	$35,300	27
45.0	Director, Personnel and Affirmative Action	$33,300	$28,000	$36,401	11
46.0	Director, Development and Alumni Affairs	$29,500	$29,000	$41,500	14
47.0	Dean, Architecture	$42,800	$41,000	$47,000	46
48.0	Dean, Agriculture	$46,737	$41,316	$51,500	44
49.0	Dean, Arts and Letters	$41,316	$36,960	$44,660	20
50.0	Dean, Arts and Sciences	$46,600	$40,800	$50,000	108
51.0	Dean, Business	$45,080	$41,316	$49,000	133
52.0	Dean, Communications	$40,300	$36,204	$43,866	29
53.0	Dean, Continuing Education	$38,146	$33,000	$42,000	106
54.0	Dean, Dentistry	$56,500	$52,000	$62,000	31
55.0	Dean, Education	$42,300	$39,000	$46,153	129
56.0	Dean, Engineering	$46,856	$41,500	$52,000	104
57.0	Dean, Extension	$39,830	$34,450	$47,200	42
58.0	Dean, Fine Arts	$42,400	$37,572	$45,452	54
59.0	Dean, Graduate Programs	$42,000	$39,000	$47,000	121
60.0	Dean, Health Related Professions	$41,316	$36,000	$45,150	40
61.0	Dean, Home Economics	$41,316	$38,000	$44,742	36
62.0	Dean, Humanities	$43,570	$38,500	$47,000	23
63.0	Dean, Instruction	$47,400	$41,316	$52,500	4
64.0	Dean, Law	$51,750	$48,950	$57,400	68
65.0	Dean, Library and Information Sciences	$38,000	$34,600	$43,827	36
66.0	Dean, Medicine	$70,728	$62,500	$80,000	49
67.0	Dean, Music	$39,500	$34,536	$42,500	38
68.0	Dean, Nursing	$42,000	$38,000	$45,700	73
69.0	Dean, Occupation Studies/Vocational Education/Technology	$39,336	$34,000	$41,525	16
70.0	Dean, Pharmacy	$48,120	$44,050	$50,800	31
71.0	Dean, Public Health	$51,758	$42,905	$63,729	10
72.0	Dean, Sciences	$45,600	$41,316	$51,120	40
73.0	Dean, Social Sciences	$43,000	$36,800	$46,806	23
74.0	Dean, Social Work	$42,505	$38,500	$45,500	53
76.0	Dean, Undergraduate Programs	$38,239	$34,098	$42,565	23
77.0	Dean, Veterinary Medicine	$51,200	$49,750	$55,000	18

Table 46

4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $1,499,999 or less. **CASES SELECTED:** 33.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$26,520	$21,300	$30,240	30
3.0	Executive Vice President	$21,334	$18,500	$26,000	10
4.0	Chief Academic Officer	$20,000	$14,976	$25,000	29
6.0	Chief Business Officer	$16,000	$13,000	$23,592	29
7.0	Chief Budgeting Officer	$15,000	$15,000	$15,600	4
8.0	Chief Development Officer	$14,547	$13,275	$20,000	18
9.0	Chief Public Relations Officer	$12,000	$10,850	$18,258	10
10.0	Director, Alumni Affairs	$12,800	$10,667	$12,900	3
13.0	Chief Student Affairs Officer	$15,000	$11,700	$20,000	20
14.0	Registrar	$10,955	$8,500	$14,000	26
15.0	Director, Admissions	$14,000	$12,000	$18,000	20
16.0	Director, Student Financial Aid	$10,750	$8,610	$13,500	20
17.0	Director, Student Placement	$11,600	$9,900	$17,460	4
18.0	Director, Student Counseling	$12,000	$11,000	$14,667	7
20.0	Director, Student Health Services	$11,503	$7,200	$13,800	3
22.0	Director, Food Services	$12,000	$9,600	$15,000	7
23.0	Director, Physical Plant	$12,775	$11,267	$15,873	13
24.0	Director, Purchasing	$10,008	$7,500	$21,951	3
25.0	Director, Bookstore	$9,550	$8,160	$11,813	14
26.0	Director, Campus Security	$11,000	$9,500	$17,400	5
31.0	Director, Library Services	$13,000	$12,180	$16,640	25
34.0	Director, Information Office	$8,760	$8,640	$12,300	3
37.0	Comptroller	$13,500	$9,096	$19,608	7
38.0	Director, Athletics	$14,000	$12,000	$16,500	10
40.0	Administrator, Grants and Contracts	$16,800	$14,500	$25,125	3
41.0	Chief Development and Public Relations Officer	$19,020	$14,000	$22,000	5
43.0	Director, Admissions and Financial Aid	$11,200	$9,600	$12,600	5
49.0	Dean, Arts and Letters	$17,765	$13,500	$22,008	3
51.0	Dean, Business	$15,300	$14,400	$39,877	3
55.0	Dean, Education	$22,860	$15,600	$23,000	3
73.0	Dean, Social Sciences	$19,200	$12,264	$21,900	3

Table 47
4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $1,500,000 thru $2,499,999. **CASES SELECTED:** 46.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$30,000	$27,245	$37,500	45
3.0	Executive Vice President	$24,400	$21,550	$25,000	9
4.0	Chief Academic Officer	$23,540	$20,550	$26,500	44
6.0	Chief Business Officer	$20,000	$19,110	$22,100	45
8.0	Chief Development Officer	$20,330	$17,007	$23,500	31
9.0	Chief Public Relations Officer	$15,000	$13,000	$16,000	27
10.0	Director, Alumni Affairs	$12,650	$9,855	$15,000	27
13.0	Chief Student Affairs Officer	$18,000	$15,285	$21,200	43
14.0	Registrar	$13,558	$12,000	$15,643	40
15.0	Director, Admissions	$15,400	$13,500	$18,000	36
16.0	Director, Student Financial Aid	$12,500	$10,740	$14,000	35
17.0	Director, Student Placement	$13,000	$11,580	$15,000	20
18.0	Director, Student Counseling	$13,800	$11,000	$14,980	16
19.0	Director, Student Union	$9,460	$8,000	$17,416	7
20.0	Director, Student Health Services	$11,000	$10,347	$11,687	9
21.0	Director, Student Housing	$11,400	$10,200	$11,820	13
22.0	Director, Food Services	$16,260	$13,938	$19,000	10
23.0	Director, Physical Plant	$15,155	$13,910	$16,800	31
24.0	Director, Purchasing	$11,400	$11,350	$12,500	5
25.0	Director, Bookstore	$9,200	$8,000	$11,000	30
26.0	Director, Campus Security	$9,500	$8,000	$12,740	5
28.0	Director, Personnel/Human Resources	$10,200	$10,000	$11,000	4
31.0	Director, Library Services	$15,550	$14,275	$17,140	40
32.0	Director, Computer Center	$16,250	$12,000	$20,000	6
34.0	Director, Information Office	$13,320	$12,300	$15,900	6
35.0	Director, Community Services	$18,500	$8,000	$20,000	3
36.0	Director, Institutional Research	$16,931	$14,500	$17,000	9
37.0	Comptroller	$14,200	$10,725	$16,632	16
38.0	Director, Athletics	$17,000	$13,500	$18,900	22
39.0	Director, Auxiliary Services	$13,200	$11,300	$18,764	3
40.0	Administrator, Grants and Contracts	$14,140	$12,100	$18,060	8
41.0	Chief Development and Public Relations Officer	$14,800	$9,000	$21,833	3
43.0	Director, Admissions and Financial Aid	$15,000	$12,000	$15,250	5
46.0	Director, Development and Alumni Affairs	$8,000	$6,600	$24,385	3
50.0	Dean, Arts and Sciences	$19,200	$16,000	$26,300	3
51.0	Dean, Business	$18,000	$15,645	$23,403	9
53.0	Dean, Continuing Education	$17,000	$12,000	$21,928	11
55.0	Dean, Education	$19,560	$15,600	$22,933	9
59.0	Dean, Graduate Programs	$19,356	$18,000	$21,108	3
62.0	Dean, Humanities	$16,800	$14,500	$20,800	9
68.0	Dean, Nursing	$21,000	$19,000	$24,100	6
72.0	Dean, Sciences	$20,071	$17,220	$22,827	6
73.0	Dean, Social Sciences	$21,826	$17,760	$24,000	7

Table 48
4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $2,500,000 thru $4,999,999. **CASES SELECTED:** 153.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$35,360	$34,000	$50,000	3
2.0	Chief Executive Officer, Single Institution	$37,727	$32,962	$41,087	149
3.0	Executive Vice President	$30,000	$26,024	$35,500	35
4.0	Chief Academic Officer	$28,000	$25,400	$30,576	142
5.0	Chief Planning Officer	$22,260	$20,000	$25,850	18
6.0	Chief Business Officer	$25,700	$22,240	$28,600	140
7.0	Chief Budgeting Officer	$21,046	$15,750	$25,066	18
8.0	Chief Development Officer	$25,000	$21,141	$27,500	107
9.0	Chief Public Relations Officer	$15,600	$12,650	$18,000	103
10.0	Director, Alumni Affairs	$13,500	$11,500	$16,000	97
11.0	Chief Health Professions Officer	$19,055	$13,900	$27,244	5
13.0	Chief Student Affairs Officer	$20,700	$18,000	$23,650	142
14.0	Registrar	$16,000	$13,700	$20,000	139
15.0	Director, Admissions	$18,190	$16,650	$21,000	128
16.0	Director, Student Financial Aid	$14,742	$12,500	$16,559	137
17.0	Director, Student Placement	$14,133	$12,000	$16,767	104
18.0	Director, Student Counseling	$16,200	$13,356	$18,900	73
19.0	Director, Student Union	$13,375	$10,980	$15,500	47
20.0	Director, Student Health Services	$12,320	$10,304	$14,589	61
21.0	Director, Student Housing	$12,154	$10,700	$14,778	76
22.0	Director, Food Services	$17,400	$15,000	$19,474	31
23.0	Director, Physical Plant	$17,000	$15,200	$19,850	135
24.0	Director, Purchasing	$13,900	$11,800	$18,368	30
25.0	Director, Bookstore	$10,464	$9,100	$12,370	103
26.0	Director, Campus Security	$11,536	$10,000	$13,125	52
28.0	Director, Personnel/Human Resources	$13,043	$12,400	$20,030	14
29.0	Director, Affirmative Action/Equal Employment	$18,270	$14,500	$20,125	9
31.0	Director, Library Services	$17,500	$15,540	$19,893	144
32.0	Director, Computer Center	$17,983	$14,300	$20,280	65
33.0	Director, Information Systems	$16,750	$14,700	$18,430	8
34.0	Director, Information Office	$13,500	$11,200	$15,750	26
35.0	Director, Community Services	$18,192	$12,200	$21,089	20
36.0	Director, Institutional Research	$19,200	$17,000	$22,000	34
37.0	Comptroller	$16,700	$14,500	$20,200	70
38.0	Director, Athletics	$19,400	$15,500	$22,930	99
39.0	Director, Auxiliary Services	$16,600	$13,518	$19,367	4
40.0	Administrator, Grants and Contracts	$18,361	$16,050	$24,400	23
41.0	Chief Development and Public Relations Officer	$23,000	$18,250	$27,500	12
42.0	Chief Planning and Budget Officer	$22,500	$19,000	$31,700	7
43.0	Director, Admissions and Financial Aid	$19,414	$17,000	$23,072	15
45.0	Director, Personnel and Affirmative Action	$15,500	$13,596	$18,320	14
46.0	Director, Development and Alumni Affairs	$21,500	$19,300	$27,285	15
49.0	Dean, Arts and Letters	$24,863	$21,100	$25,333	8
50.0	Dean, Arts and Sciences	$24,499	$21,000	$28,900	5
51.0	Dean, Business	$23,497	$19,980	$26,964	38
52.0	Dean, Communications	$19,500	$18,545	$24,080	5
53.0	Dean, Continuing Education	$18,375	$16,050	$21,600	38
55.0	Dean, Education	$22,562	$19,468	$25,800	41
56.0	Dean, Engineering	$27,850	$26,911	$28,985	5
57.0	Dean, Extension	$22,660	$18,889	$22,944	5
58.0	Dean, Fine Arts	$21,250	$17,832	$27,000	22
59.0	Dean, Graduate Programs	$20,592	$17,185	$24,000	9
60.0	Dean, Health Related Professions	$21,960	$13,950	$27,377	7
61.0	Dean, Home Economics	$17,455	$15,733	$17,600	5
62.0	Dean, Humanities	$22,800	$18,667	$26,000	29
65.0	Dean, Library and Information Sciences	$14,500	$12,000	$16,000	4
67.0	Dean, Music	$17,600	$15,907	$25,310	11
68.0	Dean, Nursing	$22,113	$20,053	$26,264	22
69.0	Dean, Occupation Studies/Vocational Education/Technology	$25,416	$20,100	$29,466	9
72.0	Dean, Sciences	$23,133	$19,700	$28,364	40
73.0	Dean, Social Sciences	$21,318	$18,660	$25,244	36

Table 49
4-YEAR COLLEGES WITH BUDGETS $5-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $5,000,000 or more. **CASES SELECTED:** 252.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$47,700	$43,200	$53,000	242
3.0	Executive Vice President	$37,850	$32,337	$42,000	54
4.0	Chief Academic Officer	$36,870	$31,300	$41,070	232
5.0	Chief Planning Officer	$31,050	$26,600	$35,900	57
6.0	Chief Business Officer	$34,500	$29,249	$40,000	242
7.0	Chief Budgeting Officer	$24,600	$19,069	$28,820	69
8.0	Chief Development Officer	$30,000	$25,500	$35,000	173
9.0	Chief Public Relations Officer	$21,000	$17,369	$25,408	154
10.0	Director, Alumni Affairs	$17,600	$14,526	$22,200	192
11.0	Chief Health Professions Officer	$30,025	$20,000	$43,000	15
13.0	Chief Student Affairs Officer	$28,182	$24,900	$32,660	245
14.0	Registrar	$21,400	$18,000	$24,149	233
15.0	Director, Admissions	$23,880	$20,000	$27,500	219
16.0	Director, Student Financial Aid	$19,000	$16,500	$21,600	241
17.0	Director, Student Placement	$18,119	$15,480	$21,742	220
18.0	Director, Student Counseling	$21,000	$17,000	$25,120	176
19.0	Director, Student Union	$17,978	$14,400	$20,755	137
20.0	Director, Student Health Services	$17,520	$13,440	$32,500	148
21.0	Director, Student Housing	$16,159	$14,000	$20,342	189
22.0	Director, Food Services	$20,148	$18,750	$23,400	82
23.0	Director, Physical Plant	$23,200	$20,067	$26,700	236
24.0	Director, Purchasing	$18,000	$14,840	$20,246	152
25.0	Director, Bookstore	$14,600	$12,244	$17,518	160
26.0	Director, Campus Security	$16,500	$13,600	$18,776	186
27.0	Director, Legal Services	$27,202	$19,619	$34,137	11
28.0	Director, Personnel/Human Resources	$20,000	$15,431	$24,230	139
29.0	Director, Affirmative Action/Equal Employment	$22,391	$18,603	$25,500	51
31.0	Director, Library Services	$25,000	$20,900	$29,406	243
32.0	Director, Computer Center	$23,700	$20,000	$27,400	200
33.0	Director, Information Systems	$21,500	$19,000	$25,872	34
34.0	Director, Information Office	$18,121	$15,750	$21,404	88
35.0	Director, Community Services	$23,840	$19,381	$29,000	34
36.0	Director, Institutional Research	$24,000	$19,500	$28,000	86
37.0	Comptroller	$23,915	$20,000	$27,960	163
38.0	Director, Athletics	$25,404	$22,000	$29,488	195
39.0	Director, Auxiliary Services	$23,000	$19,143	$27,800	46
40.0	Administrator, Grants and Contracts	$21,380	$17,750	$27,180	66
41.0	Chief Development and Public Relations Officer	$31,930	$28,355	$38,500	33
42.0	Chief Planning and Budget Officer	$32,000	$26,838	$35,018	10
43.0	Director, Admissions and Financial Aid	$25,000	$21,000	$29,200	20
44.0	Director, Housing and Food Services	$24,434	$17,120	$25,145	5
45.0	Director, Personnel and Affirmative Action	$20,000	$16,500	$24,400	41
46.0	Director, Development and Alumni Affairs	$19,245	$17,500	$25,200	10
48.0	Dean, Agriculture	$35,019	$28,300	$37,500	3
49.0	Dean, Arts and Letters	$34,300	$26,393	$37,750	15
50.0	Dean, Arts and Sciences	$34,900	$32,000	$38,494	56
51.0	Dean, Business	$33,200	$28,700	$37,500	77
52.0	Dean, Communications	$26,940	$20,000	$29,364	12
53.0	Dean, Continuing Education	$26,000	$23,300	$31,494	92
55.0	Dean, Education	$32,900	$28,175	$37,524	75
56.0	Dean, Engineering	$36,835	$33,000	$41,114	15
57.0	Dean, Extension	$30,222	$28,761	$32,724	11
58.0	Dean, Fine Arts	$26,500	$23,035	$31,000	28
59.0	Dean, Graduate Programs	$31,000	$27,840	$36,813	70
60.0	Dean, Health Related Professions	$29,800	$26,400	$38,113	18
61.0	Dean, Home Economics	$30,000	$20,934	$33,192	8
62.0	Dean, Humanities	$31,312	$23,393	$34,531	36
63.0	Dean, Instruction	$27,000	$21,834	$34,000	6
65.0	Dean, Library and Information Sciences	$31,800	$29,867	$35,587	5
67.0	Dean, Music	$27,467	$22,140	$30,000	30
68.0	Dean, Nursing	$28,556	$25,000	$31,067	30
69.0	Dean, Occupation Studies/Vocational Education/Technology	$31,000	$29,600	$34,739	16
72.0	Dean, Sciences	$31,067	$26,000	$34,956	46
73.0	Dean, Social Sciences	$30,032	$23,949	$33,912	49
74.0	Dean, Social Work	$25,200	$21,192	$34,999	10
76.0	Dean, Undergraduate Programs	$29,058	$26,142	$35,000	15

Table 50
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $1,499,999 or less. **CASES SELECTED:** 32.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$26,520	$21,300	$30,240	30
3.0	Executive Vice President	$21,334	$18,500	$26,000	10
4.0	Chief Academic Officer	$19,687	$14,700	$23,592	28
6.0	Chief Business Officer	$16,000	$12,700	$21,165	28
7.0	Chief Budgeting Officer	$15,000	$15,000	$15,600	3
8.0	Chief Development Officer	$14,547	$13,275	$20,000	18
9.0	Chief Public Relations Officer	$12,000	$10,850	$14,000	9
10.0	Director, Alumni Affairs	$12,800	$10,667	$12,900	3
13.0	Chief Student Affairs Officer	$15,000	$11,700	$20,000	19
14.0	Registrar	$10,955	$8,500	$13,544	25
15.0	Director, Admissions	$14,000	$12,000	$18,000	19
16.0	Director, Student Financial Aid	$10,750	$8,610	$13,500	19
17.0	Director, Student Placement	$11,600	$9,900	$17,460	3
18.0	Director, Student Counseling	$11,600	$11,000	$14,500	6
20.0	Director, Student Health Services	$11,503	$7,200	$13,800	3
22.0	Director, Food Services	$12,000	$9,600	$15,000	7
23.0	Director, Physical Plant	$12,730	$11,000	$15,000	12
25.0	Director, Bookstore	$9,550	$8,160	$11,813	14
26.0	Director, Campus Security	$9,500	$8,000	$11,000	4
31.0	Director, Library Services	$12,877	$12,000	$15,513	24
34.0	Director, Information Office	$8,760	$8,640	$12,300	3
37.0	Comptroller	$12,000	$9,096	$14,000	6
38.0	Director, Athletics	$14,000	$12,000	$16,500	10
41.0	Chief Development and Public Relations Officer	$19,020	$14,000	$22,000	5
43.0	Director, Admissions and Financial Aid	$11,200	$9,600	$12,600	5
49.0	Dean, Arts and Letters	$17,765	$13,500	$22,008	3
55.0	Dean, Education	$22,860	$15,600	$23,000	3
73.0	Dean, Social Sciences	$19,200	$12,264	$21,900	3

Table 51
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $1,500,000 thru $2,499,999. **CASES SELECTED:** 44.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$29,400	$26,792	$36,040	44
3.0	Executive Vice President	$22,350	$19,848	$24,500	8
4.0	Chief Academic Officer	$23,008	$20,550	$26,215	42
6.0	Chief Business Officer	$20,000	$19,110	$22,100	43
8.0	Chief Development Officer	$20,000	$17,007	$22,816	30
9.0	Chief Public Relations Officer	$15,000	$13,000	$16,000	26
10.0	Director, Alumni Affairs	$12,650	$9,855	$15,000	27
13.0	Chief Student Affairs Officer	$18,000	$15,285	$21,000	41
14.0	Registrar	$13,540	$12,000	$15,487	38
15.0	Director, Admissions	$16,000	$13,500	$18,000	35
16.0	Director, Student Financial Aid	$12,427	$10,740	$13,484	33
17.0	Director, Student Placement	$12,980	$11,580	$15,000	18
18.0	Director, Student Counseling	$13,800	$11,000	$14,980	15
19.0	Director, Student Union	$8,584	$8,000	$11,232	6
20.0	Director, Student Health Services	$11,000	$10,347	$11,687	9
21.0	Director, Student Housing	$11,400	$10,200	$11,820	13
22.0	Director, Food Services	$16,260	$13,938	$19,000	10
23.0	Director, Physical Plant	$15,155	$13,910	$16,460	29
24.0	Director, Purchasing	$11,400	$11,350	$12,500	5
25.0	Director, Bookstore	$9,000	$7,900	$11,000	28
26.0	Director, Campus Security	$9,500	$8,000	$12,740	5
28.0	Director, Personnel/Human Resources	$10,200	$10,000	$11,000	4
31.0	Director, Library Services	$15,194	$14,275	$16,885	38
32.0	Director, Computer Center	$16,250	$12,000	$16,364	5
34.0	Director, Information Office	$13,320	$12,300	$14,000	5
35.0	Director, Community Services	$18,500	$8,000	$20,000	3
36.0	Director, Institutional Research	$16,931	$14,500	$17,000	9
37.0	Comptroller	$14,200	$10,725	$16,632	15
38.0	Director, Athletics	$17,000	$10,990	$18,705	20
40.0	Administrator, Grants and Contracts	$14,140	$12,100	$18,060	8
41.0	Chief Development and Public Relations Officer	$14,800	$9,000	$21,833	3
43.0	Director, Admissions and Financial Aid	$15,000	$12,000	$15,250	5
46.0	Director, Development and Alumni Affairs	$8,000	$6,600	$24,385	3
50.0	Dean, Arts and Sciences	$19,200	$16,000	$26,300	3
51.0	Dean, Business	$16,933	$15,435	$20,736	8
53.0	Dean, Continuing Education	$16,800	$12,000	$19,610	10
55.0	Dean, Education	$18,780	$13,700	$22,933	8
59.0	Dean, Graduate Programs	$19,356	$18,000	$21,108	3
62.0	Dean, Humanities	$15,682	$14,124	$18,900	8
68.0	Dean, Nursing	$21,000	$19,000	$24,100	6
72.0	Dean, Sciences	$20,071	$17,220	$22,667	5
73.0	Dean, Social Sciences	$18,048	$17,760	$23,403	6

Table 52
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $2,500,000 thru $4,999,999. **CASES SELECTED:** 134.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$37,500	$32,110	$42,120	130
3.0	Executive Vice President	$30,000	$26,500	$36,600	28
4.0	Chief Academic Officer	$27,981	$25,000	$30,000	125
5.0	Chief Planning Officer	$22,470	$20,300	$25,850	17
6.0	Chief Business Officer	$25,500	$21,630	$28,000	122
7.0	Chief Budgeting Officer	$21,046	$15,750	$23,000	17
8.0	Chief Development Officer	$25,000	$21,672	$27,500	102
9.0	Chief Public Relations Officer	$15,250	$12,500	$17,900	96
10.0	Director, Alumni Affairs	$13,500	$11,500	$16,000	93
11.0	Chief Health Professions Officer	$13,900	$4,692	$19,055	4
13.0	Chief Student Affairs Officer	$20,103	$18,000	$23,000	125
14.0	Registrar	$15,690	$13,242	$18,250	124
15.0	Director, Admissions	$18,000	$16,500	$21,000	115
16.0	Director, Student Financial Aid	$14,410	$12,000	$16,050	120
17.0	Director, Student Placement	$13,590	$11,800	$16,500	90
18.0	Director, Student Counseling	$15,600	$13,333	$18,000	63
19.0	Director, Student Union	$12,600	$10,700	$15,000	38
20.0	Director, Student Health Services	$12,320	$10,320	$14,589	55
21.0	Director, Student Housing	$12,084	$10,680	$14,000	70
22.0	Director, Food Services	$17,333	$14,927	$19,236	28
23.0	Director, Physical Plant	$16,800	$15,000	$19,745	120
24.0	Director, Purchasing	$13,900	$11,196	$18,852	27
25.0	Director, Bookstore	$10,000	$9,048	$12,000	90
26.0	Director, Campus Security	$11,536	$10,000	$13,104	45
28.0	Director, Personnel/Human Resources	$12,720	$11,500	$16,350	10
29.0	Director, Affirmative Action/Equal Employment	$14,500	$9,000	$21,280	6
31.0	Director, Library Services	$17,250	$15,500	$19,375	127
32.0	Director, Computer Center	$17,200	$13,953	$19,950	54
33.0	Director, Information Systems	$16,750	$14,700	$18,430	7
34.0	Director, Information Office	$11,489	$11,200	$15,000	20
35.0	Director, Community Services	$17,900	$12,200	$20,697	17
36.0	Director, Institutional Research	$18,600	$16,850	$21,500	30
37.0	Comptroller	$16,200	$14,350	$19,311	64
38.0	Director, Athletics	$18,510	$15,200	$21,333	84
39.0	Director, Auxiliary Services	$19,367	$13,518	$20,300	3
40.0	Administrator, Grants and Contracts	$18,083	$16,050	$21,500	18
41.0	Chief Development and Public Relations Officer	$23,000	$18,250	$27,500	10
42.0	Chief Planning and Budget Officer	$19,500	$19,000	$31,700	6
43.0	Director, Admissions and Financial Aid	$19,250	$17,000	$23,072	14
45.0	Director, Personnel and Affirmative Action	$15,500	$13,500	$19,333	11
46.0	Director, Development and Alumni Affairs	$21,500	$21,000	$27,285	14
49.0	Dean, Arts and Letters	$24,863	$21,100	$26,920	6
50.0	Dean, Arts and Sciences	$21,000	$20,133	$28,900	3
51.0	Dean, Business	$22,896	$19,000	$26,667	31
52.0	Dean, Communications	$18,545	$15,350	$19,500	4
53.0	Dean, Continuing Education	$17,600	$15,299	$20,650	32
55.0	Dean, Education	$21,500	$18,182	$25,600	32
56.0	Dean, Engineering	$27,850	$26,911	$28,985	4
57.0	Dean, Extension	$18,889	$16,700	$22,660	4
58.0	Dean, Fine Arts	$20,040	$16,300	$24,500	19
59.0	Dean, Graduate Programs	$20,592	$17,185	$24,000	9
60.0	Dean, Health Related Professions	$13,950	$10,000	$15,000	4
61.0	Dean, Home Economics	$17,455	$15,733	$17,600	5
62.0	Dean, Humanities	$20,400	$18,567	$24,899	24
65.0	Dean, Library and Information Sciences	$14,500	$12,000	$22,032	3
67.0	Dean, Music	$17,600	$15,907	$25,310	11
68.0	Dean, Nursing	$22,000	$17,600	$26,264	20
69.0	Dean, Occupation Studies/Vocational Education/Technology	$18,932	$17,500	$23,100	4
72.0	Dean, Sciences	$22,200	$18,710	$24,000	29
73.0	Dean, Social Sciences	$19,467	$18,000	$24,473	28

Table 53

PRIVATE 4-YEAR COLLEGES WITH BUDGETS $5-7.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $5,000,000 thru $7,499,999. **CASES SELECTED:** 80.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$45,000	$40,000	$50,000	79
3.0	Executive Vice President	$37,300	$30,000	$41,340	13
4.0	Chief Academic Officer	$30,101	$27,500	$36,200	73
5.0	Chief Planning Officer	$27,500	$25,000	$31,000	20
6.0	Chief Business Officer	$30,200	$26,400	$35,091	75
7.0	Chief Budgeting Officer	$26,000	$18,000	$29,302	7
8.0	Chief Development Officer	$27,403	$23,800	$32,700	67
9.0	Chief Public Relations Officer	$17,510	$15,250	$21,000	53
10.0	Director, Alumni Affairs	$15,500	$13,300	$18,118	65
11.0	Chief Health Professions Officer	$30,000	$15,500	$40,000	7
13.0	Chief Student Affairs Officer	$25,000	$21,500	$27,400	78
14.0	Registrar	$18,917	$15,479	$21,870	76
15.0	Director, Admissions	$20,700	$18,020	$24,400	71
16.0	Director, Student Financial Aid	$17,000	$15,478	$18,810	77
17.0	Director, Student Placement	$16,474	$14,500	$17,719	67
18.0	Director, Student Counseling	$18,060	$16,000	$20,600	51
19.0	Director, Student Union	$14,400	$12,780	$18,250	37
20.0	Director, Student Health Services	$13,104	$11,777	$17,731	43
21.0	Director, Student Housing	$14,291	$12,305	$15,500	66
22.0	Director, Food Services	$19,300	$17,500	$20,000	25
23.0	Director, Physical Plant	$20,440	$17,921	$22,800	73
24.0	Director, Purchasing	$16,000	$13,200	$16,976	37
25.0	Director, Bookstore	$12,300	$10,900	$15,027	56
26.0	Director, Campus Security	$13,650	$11,500	$16,200	42
28.0	Director, Personnel/Human Resources	$15,100	$13,175	$18,500	34
29.0	Director, Affirmative Action/Equal Employment	$16,000	$14,372	$23,400	4
31.0	Director, Library Services	$20,800	$18,336	$25,100	77
32.0	Director, Computer Center	$19,350	$15,675	$23,127	55
33.0	Director, Information Systems	$19,200	$17,078	$24,267	8
34.0	Director, Information Office	$16,200	$14,088	$19,800	26
35.0	Director, Community Services	$19,350	$17,440	$23,594	6
36.0	Director, Institutional Research	$19,900	$17,420	$24,200	20
37.0	Comptroller	$20,700	$18,500	$23,000	60
38.0	Director, Athletics	$22,320	$19,450	$25,000	59
39.0	Director, Auxiliary Services	$18,000	$15,000	$21,000	10
40.0	Administrator, Grants and Contracts	$18,725	$16,500	$20,405	17
41.0	Chief Development and Public Relations Officer	$30,000	$28,000	$35,100	10
42.0	Chief Planning and Budget Officer	$34,875	$26,838	$35,018	3
43.0	Director, Admissions and Financial Aid	$22,000	$18,400	$25,000	8
45.0	Director, Personnel and Affirmative Action	$14,000	$13,600	$20,000	11
46.0	Director, Development and Alumni Affairs	$15,000	$14,250	$17,500	4
49.0	Dean, Arts and Letters	$30,835	$26,393	$30,893	4
50.0	Dean, Arts and Sciences	$23,600	$22,250	$26,688	6
51.0	Dean, Business	$26,213	$21,400	$31,164	18
52.0	Dean, Communications	$20,000	$19,800	$21,740	4
53.0	Dean, Continuing Education	$23,400	$19,500	$26,000	27
55.0	Dean, Education	$23,870	$20,140	$26,860	15
58.0	Dean, Fine Arts	$24,300	$22,440	$26,500	13
59.0	Dean, Graduate Programs	$27,700	$22,000	$32,200	7
60.0	Dean, Health Related Professions	$20,667	$17,550	$29,800	3
62.0	Dean, Humanities	$30,835	$18,305	$32,400	12
67.0	Dean, Music	$22,140	$19,133	$24,533	13
68.0	Dean, Nursing	$24,034	$20,667	$29,400	7
72.0	Dean, Sciences	$26,400	$24,688	$31,030	17
73.0	Dean, Social Sciences	$22,833	$21,843	$29,963	14
74.0	Dean, Social Work	$23,607	$21,192	$26,500	5

Table 54
PRIVATE 4-YEAR COLLEGES WITH BUDGETS $7.5-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $7,500,000 or more. **CASES SELECTED:** 88.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$53,000	$47,000	$58,850	82
3.0	Executive Vice President	$38,542	$33,100	$44,940	20
4.0	Chief Academic Officer	$38,350	$34,668	$44,250	80
5.0	Chief Planning Officer	$32,742	$27,000	$36,000	13
6.0	Chief Business Officer	$39,500	$33,750	$43,300	85
7.0	Chief Budgeting Officer	$23,200	$17,850	$31,458	20
8.0	Chief Development Officer	$32,500	$28,000	$40,008	74
9.0	Chief Public Relations Officer	$21,900	$19,000	$25,700	52
10.0	Director, Alumni Affairs	$20,730	$17,025	$23,800	82
11.0	Chief Health Professions Officer	$43,000	$23,540	$51,060	5
13.0	Chief Student Affairs Officer	$29,150	$25,700	$32,100	85
14.0	Registrar	$21,400	$18,100	$23,700	83
15.0	Director, Admissions	$26,418	$21,500	$28,900	81
16.0	Director, Student Financial Aid	$19,575	$17,000	$22,744	84
17.0	Director, Student Placement	$18,000	$14,820	$20,380	81
18.0	Director, Student Counseling	$20,528	$17,350	$25,120	60
19.0	Director, Student Union	$16,200	$14,000	$21,400	39
20.0	Director, Student Health Services	$17,160	$13,910	$32,500	58
21.0	Director, Student Housing	$16,404	$13,800	$19,500	63
22.0	Director, Food Services	$22,500	$20,000	$26,356	32
23.0	Director, Physical Plant	$24,500	$21,600	$27,700	82
24.0	Director, Purchasing	$18,360	$14,840	$20,700	49
25.0	Director, Bookstore	$15,435	$13,655	$18,100	57
26.0	Director, Campus Security	$16,100	$14,000	$18,144	72
27.0	Director, Legal Services	$31,080	$27,202	$32,618	4
28.0	Director, Personnel/Human Resources	$20,000	$16,700	$23,593	50
29.0	Director, Affirmative Action/Equal Employment	$19,000	$16,000	$25,400	15
31.0	Director, Library Services	$25,250	$22,190	$29,867	83
32.0	Director, Computer Center	$23,825	$21,300	$27,800	75
33.0	Director, Information Systems	$21,500	$18,500	$23,850	15
34.0	Director, Information Office	$18,300	$16,000	$22,225	32
35.0	Director, Community Services	$23,200	$17,970	$26,750	7
36.0	Director, Institutional Research	$20,800	$18,990	$25,000	22
37.0	Comptroller	$25,930	$22,440	$28,600	67
38.0	Director, Athletics	$26,220	$23,500	$29,656	72
39.0	Director, Auxiliary Services	$22,000	$17,000	$26,500	16
40.0	Administrator, Grants and Contracts	$20,330	$16,700	$27,000	25
41.0	Chief Development and Public Relations Officer	$38,000	$29,500	$41,000	13
42.0	Chief Planning and Budget Officer	$32,000	$18,830	$32,004	4
43.0	Director, Admissions and Financial Aid	$29,000	$25,000	$34,000	7
44.0	Director, Housing and Food Services	$17,120	$16,000	$25,145	3
45.0	Director, Personnel and Affirmative Action	$23,710	$17,040	$27,800	17
46.0	Director, Development and Alumni Affairs	$22,000	$19,245	$28,020	3
49.0	Dean, Arts and Letters	$34,496	$20,800	$35,820	3
50.0	Dean, Arts and Sciences	$35,760	$32,250	$40,000	15
51.0	Dean, Business	$34,455	$30,984	$45,500	18
52.0	Dean, Communications	$27,320	$20,800	$27,785	4
53.0	Dean, Continuing Education	$25,400	$24,000	$31,485	31
55.0	Dean, Education	$28,267	$26,400	$40,925	12
56.0	Dean, Engineering	$36,900	$34,488	$40,000	6
57.0	Dean, Extension	$33,500	$28,000	$37,762	3
58.0	Dean, Fine Arts	$28,350	$24,577	$32,310	3
59.0	Dean, Graduate Programs	$29,952	$26,300	$37,000	22
62.0	Dean, Humanities	$27,168	$24,000	$32,000	8
63.0	Dean, Instruction	$21,834	$21,000	$27,000	4
67.0	Dean, Music	$29,370	$28,381	$32,000	7
68.0	Dean, Nursing	$29,733	$27,430	$31,067	6
72.0	Dean, Sciences	$31,067	$28,200	$34,745	8
73.0	Dean, Social Sciences	$28,350	$27,500	$31,437	8
74.0	Dean, Social Work	$25,200	$21,187	$35,298	3
76.0	Dean, Undergraduate Programs	$32,000	$27,859	$38,000	7

Table 55
2-YEAR COLLEGES WITH BUDGETS $1.49-MILLION OR LESS

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified.
1979/80 BUDGET RANGE: $1,499,999 or less. **CASES SELECTED:** 50.

POS	TITLE	MED	Q1	Q3	N
2.0	Chief Executive Officer, Single Institution	$30,000	$25,873	$35,000	47
3.0	Executive Vice President	$22,900	$19,225	$30,000	11
4.0	Chief Academic Officer	$23,000	$20,000	$27,000	43
5.0	Chief Planning Officer	$19,118	$18,620	$23,144	6
6.0	Chief Business Officer	$19,585	$15,000	$23,500	33
7.0	Chief Budgeting Officer	$16,200	$7,600	$18,800	3
8.0	Chief Development Officer	$17,000	$15,080	$19,008	9
9.0	Chief Public Relations Officer	$13,567	$8,310	$19,936	9
10.0	Director, Alumni Affairs	$10,450	$9,000	$13,333	5
13.0	Chief Student Affairs Officer	$20,560	$17,808	$23,340	34
14.0	Registrar	$13,292	$11,481	$17,300	27
15.0	Director, Admissions	$15,000	$12,500	$19,035	22
16.0	Director, Student Financial Aid	$13,000	$12,000	$15,600	21
17.0	Director, Student Placement	$12,000	$11,000	$15,000	6
18.0	Director, Student Counseling	$15,120	$14,400	$18,875	15
21.0	Director, Student Housing	$12,000	$12,000	$16,800	3
22.0	Director, Food Services	$9,675	$9,200	$11,378	9
23.0	Director, Physical Plant	$14,581	$12,000	$18,000	18
24.0	Director, Purchasing	$16,000	$7,800	$20,932	3
25.0	Director, Bookstore	$7,500	$6,600	$8,000	9
31.0	Director, Library Services	$16,000	$13,000	$19,100	34
32.0	Director, Computer Center	$14,400	$11,120	$20,500	8
34.0	Director, Information Office	$14,600	$12,000	$16,424	3
35.0	Director, Community Services	$19,545	$14,020	$20,800	10
37.0	Comptroller	$12,269	$9,564	$12,600	4
38.0	Director, Athletics	$16,800	$12,600	$18,000	9
41.0	Chief Development and Public Relations Officer	$17,775	$8,300	$20,000	4
43.0	Director, Admissions and Financial Aid	$15,000	$9,600	$17,200	4
49.0	Dean, Arts and Letters	$18,267	$16,336	$20,960	6
51.0	Dean, Business	$17,333	$12,000	$23,520	10
53.0	Dean, Continuing Education	$17,179	$9,360	$22,933	7
56.0	Dean, Engineering	$23,280	$12,000	$23,840	3
58.0	Dean, Fine Arts	$17,080	$1,392	$18,667	3
60.0	Dean, Health Related Professions	$17,150	$11,000	$17,453	4
62.0	Dean, Humanities	$22,986	$20,000	$23,867	4
68.0	Dean, Nursing	$22,347	$19,888	$26,080	6
69.0	Dean, Occupation Studies/Vocational Education/Technology	$18,500	$15,500	$24,520	7
72.0	Dean, Sciences	$20,307	$18,636	$22,400	7
73.0	Dean, Social Sciences	$20,933	$19,653	$23,928	5

Table 56
2-YEAR COLLEGES WITH BUDGETS $1.5-2.49-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $1,500,000 thru $2,499,999. **CASES SELECTED:** 51.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$33,000	$24,000	$43,000	4
2.0	Chief Executive Officer, Single Institution	$35,000	$32,960	$38,000	47
3.0	Executive Vice President	$25,840	$24,932	$29,815	10
4.0	Chief Academic Officer	$27,740	$25,200	$30,000	45
5.0	Chief Planning Officer	$25,200	$24,917	$31,000	5
6.0	Chief Business Officer	$23,796	$20,000	$27,225	42
8.0	Chief Development Officer	$22,323	$19,000	$27,636	11
9.0	Chief Public Relations Officer	$16,500	$12,500	$22,323	16
10.0	Director, Alumni Affairs	$13,600	$11,000	$23,919	7
13.0	Chief Student Affairs Officer	$24,500	$21,372	$28,135	45
14.0	Registrar	$18,588	$14,050	$22,050	31
15.0	Director, Admissions	$19,865	$16,920	$22,450	26
16.0	Director, Student Financial Aid	$16,800	$13,482	$20,292	32
17.0	Director, Student Placement	$16,920	$12,420	$21,168	11
18.0	Director, Student Counseling	$18,300	$15,693	$20,367	25
19.0	Director, Student Union	$13,200	$9,655	$14,304	4
20.0	Director, Student Health Services	$12,000	$9,633	$15,500	8
21.0	Director, Student Housing	$12,000	$9,000	$15,427	4
22.0	Director, Food Services	$13,750	$10,907	$17,000	10
23.0	Director, Physical Plant	$17,683	$14,250	$20,246	30
24.0	Director, Purchasing	$14,412	$11,058	$18,900	11
25.0	Director, Bookstore	$10,200	$8,500	$11,648	28
26.0	Director, Campus Security	$12,888	$11,906	$15,450	5
29.0	Director, Affirmative Action/Equal Employment	$18,470	$12,000	$19,734	6
31.0	Director, Library Services	$19,067	$16,980	$21,265	39
32.0	Director, Computer Center	$14,098	$13,000	$18,640	8
34.0	Director, Information Office	$17,290	$13,527	$20,244	7
35.0	Director, Community Services	$19,761	$18,000	$24,815	19
36.0	Director, Institutional Research	$24,960	$18,000	$25,200	5
37.0	Comptroller	$18,500	$16,000	$20,805	13
38.0	Director, Athletics	$16,800	$16,029	$19,753	18
39.0	Director, Auxiliary Services	$18,900	$13,950	$25,740	4
40.0	Administrator, Grants and Contracts	$24,380	$14,863	$26,000	6
41.0	Chief Development and Public Relations Officer	$21,353	$19,354	$22,500	5
43.0	Director, Admissions and Financial Aid	$14,700	$12,571	$21,146	4
46.0	Director, Development and Alumni Affairs	$16,778	$9,000	$30,200	3
49.0	Dean, Arts and Letters	$19,747	$15,226	$25,897	6
50.0	Dean, Arts and Sciences	$24,229	$21,108	$24,500	7
51.0	Dean, Business	$20,868	$19,000	$22,536	16
53.0	Dean, Continuing Education	$20,834	$18,000	$23,500	15
58.0	Dean, Fine Arts	$18,967	$18,471	$21,339	4
60.0	Dean, Health Related Professions	$22,092	$18,324	$23,479	4
62.0	Dean, Humanities	$22,593	$21,988	$23,933	6
65.0	Dean, Library and Information Sciences	$17,719	$15,535	$19,608	3
67.0	Dean, Music	$18,967	$13,018	$21,067	3
68.0	Dean, Nursing	$22,330	$20,693	$24,350	10
69.0	Dean, Occupation Studies/Vocational Education/Technology	$23,500	$19,000	$25,541	15
72.0	Dean, Sciences	$23,833	$19,733	$26,724	11
73.0	Dean, Social Sciences	$22,450	$19,733	$23,813	7

Table 57
2-YEAR COLLEGES WITH BUDGETS $2.5-4.9-MILLION

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $2,500,000 thru $4,999,999. **CASES SELECTED:** 123.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$44,000	$41,700	$45,000	5
2.0	Chief Executive Officer, Single Institution	$38,000	$36,000	$41,625	119
3.0	Executive Vice President	$31,315	$27,950	$34,200	24
4.0	Chief Academic Officer	$30,600	$28,200	$32,508	115
5.0	Chief Planning Officer	$27,533	$26,413	$28,428	21
6.0	Chief Business Officer	$27,410	$24,625	$29,930	110
7.0	Chief Budgeting Officer	$20,710	$20,000	$22,321	13
8.0	Chief Development Officer	$22,917	$21,550	$26,724	14
9.0	Chief Public Relations Officer	$19,370	$16,480	$22,334	39
10.0	Director, Alumni Affairs	$13,300	$12,000	$17,220	6
11.0	Chief Health Professions Officer	$23,100	$15,400	$28,089	6
13.0	Chief Student Affairs Officer	$26,976	$24,294	$29,900	112
14.0	Registrar	$20,500	$16,246	$24,596	80
15.0	Director, Admissions	$20,625	$17,676	$23,525	79
16.0	Director, Student Financial Aid	$18,174	$14,850	$20,986	103
17.0	Director, Student Placement	$18,243	$15,613	$21,337	57
18.0	Director, Student Counseling	$21,525	$18,493	$24,625	64
19.0	Director, Student Union	$16,876	$14,204	$20,507	36
20.0	Director, Student Health Services	$12,880	$10,937	$15,638	14
21.0	Director, Student Housing	$15,697	$12,373	$17,345	17
22.0	Director, Food Services	$14,840	$13,707	$18,000	19
23.0	Director, Physical Plant	$19,000	$16,907	$21,000	84
24.0	Director, Purchasing	$14,922	$12,000	$17,980	25
25.0	Director, Bookstore	$12,853	$11,500	$15,288	55
26.0	Director, Campus Security	$14,000	$12,331	$15,952	29
28.0	Director, Personnel/Human Resources	$18,800	$13,200	$23,125	20
29.0	Director, Affirmative Action/Equal Employment	$20,250	$16,462	$22,625	10
31.0	Director, Library Services	$22,625	$19,500	$25,167	107
32.0	Director, Computer Center	$21,229	$18,756	$23,215	60
33.0	Director, Information Systems	$26,879	$17,000	$27,850	7
34.0	Director, Information Office	$15,000	$13,600	$18,756	29
35.0	Director, Community Services	$24,585	$22,210	$26,996	57
36.0	Director, Institutional Research	$20,960	$18,000	$25,027	30
37.0	Comptroller	$19,890	$16,812	$23,125	38
38.0	Director, Athletics	$22,640	$19,450	$26,250	48
39.0	Director, Auxiliary Services	$23,194	$17,304	$28,240	11
40.0	Administrator, Grants and Contracts	$21,310	$19,415	$25,000	17
41.0	Chief Development and Public Relations Officer	$19,855	$13,860	$27,309	7
42.0	Chief Planning and Budget Officer	$18,000	$16,000	$20,900	4
43.0	Director, Admissions and Financial Aid	$23,050	$20,900	$28,974	8
45.0	Director, Personnel and Affirmative Action	$19,410	$17,952	$23,488	26
48.0	Dean, Agriculture	$23,019	$20,000	$31,440	6
49.0	Dean, Arts and Letters	$26,208	$22,260	$29,818	9
50.0	Dean, Arts and Sciences	$25,747	$24,380	$28,565	19
51.0	Dean, Business	$23,751	$21,398	$26,845	47
52.0	Dean, Communications	$24,000	$21,892	$25,435	11
53.0	Dean, Continuing Education	$23,933	$19,649	$25,959	46
54.0	Dean, Dentistry	$29,767	$17,025	$30,655	3
55.0	Dean, Education	$20,291	$18,047	$28,349	6
56.0	Dean, Engineering	$24,585	$20,825	$25,038	8
57.0	Dean, Extension	$23,933	$22,890	$24,050	5
58.0	Dean, Fine Arts	$24,133	$23,332	$25,435	9
60.0	Dean, Health Related Professions	$24,139	$21,965	$27,301	16
62.0	Dean, Humanities	$25,435	$22,480	$27,072	25
63.0	Dean, Instruction	$29,684	$26,728	$36,738	7
65.0	Dean, Library and Information Sciences	$19,713	$17,900	$22,202	6
67.0	Dean, Music	$23,027	$18,052	$26,560	3
68.0	Dean, Nursing	$22,779	$20,500	$25,690	32
69.0	Dean, Occupation Studies/Vocational Education/Technology	$25,108	$22,778	$29,650	52
72.0	Dean, Sciences	$25,746	$23,070	$28,770	37
73.0	Dean, Social Sciences	$23,685	$21,750	$25,675	30
75.0	Dean, Special Programs	$18,472	$16,041	$24,226	4

Table 58

2-YEAR COLLEGES WITH BUDGETS $5-MILLION OR MORE

MEASURE: Salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $5,000,000 or more. **CASES SELECTED:** 191.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,900	$45,000	$55,000	40
2.0	Chief Executive Officer, Single Institution	$44,000	$40,306	$48,836	158
3.0	Executive Vice President	$38,400	$33,465	$42,468	56
4.0	Chief Academic Officer	$35,800	$32,100	$40,650	162
5.0	Chief Planning Officer	$32,034	$28,712	$37,000	49
6.0	Chief Business Officer	$34,945	$30,104	$39,000	172
7.0	Chief Budgeting Officer	$29,244	$24,648	$32,042	53
8.0	Chief Development Officer	$28,650	$24,300	$34,174	40
9.0	Chief Public Relations Officer	$24,392	$20,000	$29,025	85
10.0	Director, Alumni Affairs	$17,925	$13,500	$20,499	16
11.0	Chief Health Professions Officer	$29,838	$26,243	$33,660	18
13.0	Chief Student Affairs Officer	$33,200	$29,328	$37,650	169
14.0	Registrar	$25,286	$19,463	$29,603	123
15.0	Director, Admissions	$25,572	$21,529	$30,106	114
16.0	Director, Student Financial Aid	$22,800	$19,116	$26,910	154
17.0	Director, Student Placement	$20,441	$17,350	$25,738	85
18.0	Director, Student Counseling	$26,421	$22,632	$32,465	130
19.0	Director, Student Union	$23,500	$19,593	$28,615	70
20.0	Director, Student Health Services	$18,127	$15,125	$23,340	47
21.0	Director, Student Housing	$15,802	$13,876	$18,281	18
22.0	Director, Food Services	$18,800	$15,810	$24,700	43
23.0	Director, Physical Plant	$25,000	$21,400	$27,511	145
24.0	Director, Purchasing	$20,816	$18,001	$24,828	102
25.0	Director, Bookstore	$17,526	$14,300	$20,479	102
26.0	Director, Campus Security	$18,678	$15,138	$21,641	97
27.0	Director, Legal Services	$29,092	$22,785	$34,462	11
28.0	Director, Personnel/Human Resources	$27,331	$22,470	$32,550	91
29.0	Director, Affirmative Action/Equal Employment	$23,350	$17,424	$28,150	49
30.0	Director, Employee Training	$18,500	$16,728	$25,836	11
31.0	Director, Library Services	$27,732	$24,062	$32,083	153
32.0	Director, Computer Center	$26,031	$22,021	$29,862	118
33.0	Director, Information Systems	$28,565	$24,820	$31,165	32
34.0	Director, Information Office	$18,624	$16,100	$21,890	60
35.0	Director, Community Services	$26,129	$22,084	$33,126	100
36.0	Director, Institutional Research	$25,000	$21,404	$30,952	92
37.0	Comptroller	$26,312	$22,500	$28,417	96
38.0	Director, Athletics	$27,727	$24,000	$32,230	87
39.0	Director, Auxiliary Services	$25,000	$20,525	$30,010	29
40.0	Administrator, Grants and Contracts	$25,500	$20,200	$28,691	55
41.0	Chief Development and Public Relations Officer	$27,720	$18,696	$29,862	14
42.0	Chief Planning and Budget Officer	$37,200	$31,200	$40,857	8
43.0	Director, Admissions and Financial Aid	$27,750	$23,220	$30,419	9
45.0	Director, Personnel and Affirmative Action	$25,262	$22,658	$27,885	33
46.0	Director, Development and Alumni Affairs	$25,624	$20,550	$26,536	7
47.0	Dean, Architecture	$25,883	$24,720	$26,651	4
48.0	Dean, Agriculture	$26,750	$25,400	$31,027	14
49.0	Dean, Arts and Letters	$27,706	$24,534	$33,164	16
50.0	Dean, Arts and Sciences	$32,342	$27,740	$34,854	41
51.0	Dean, Business	$29,838	$27,000	$32,756	90
52.0	Dean, Communications	$28,466	$25,400	$32,122	36
53.0	Dean, Continuing Education	$27,951	$21,850	$32,341	72
54.0	Dean, Dentistry	$31,541	$22,785	$40,956	8
55.0	Dean, Education	$27,400	$24,000	$35,398	10
56.0	Dean, Engineering	$29,469	$25,951	$32,700	29
57.0	Dean, Extension	$27,570	$18,000	$34,100	8
58.0	Dean, Fine Arts	$31,345	$27,650	$34,000	23
60.0	Dean, Health Related Professions	$29,426	$26,861	$33,660	67
61.0	Dean, Home Economics	$26,100	$24,120	$33,266	10
62.0	Dean, Humanities	$28,366	$26,241	$35,157	48
63.0	Dean, Instruction	$35,400	$28,174	$42,213	11
65.0	Dean, Library and Information Sciences	$28,700	$17,927	$32,990	12
67.0	Dean, Music	$27,193	$23,500	$31,345	10
68.0	Dean, Nursing	$25,900	$23,924	$28,667	49
69.0	Dean, Occupation Studies/Vocational Education/Technology	$31,668	$27,680	$35,109	87
72.0	Dean, Sciences	$29,822	$26,400	$33,837	68
73.0	Dean, Social Sciences	$29,632	$26,160	$33,280	62
75.0	Dean, Special Programs	$26,038	$22,403	$31,979	7
76.0	Dean, Undergraduate Programs	$28,463	$23,952	$31,640	5

Table 59
ALL INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 1,335.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.7%	73.2%	89.0%	351
4.0	Chief Academic Officer	80.0%	71.7%	87.1%	1,193
5.0	Chief Planning Officer	68.8%	58.2%	77.5%	279
6.0	Chief Business Officer	73.1%	63.5%	80.7%	1,205
7.0	Chief Budgeting Officer	54.0%	47.4%	61.8%	344
8.0	Chief Development Officer	63.6%	54.8%	73.4%	646
9.0	Chief Public Relations Officer	47.9%	38.2%	58.5%	672
10.0	Director, Alumni Affairs	38.8%	31.4%	47.4%	616
11.0	Chief Health Professions Officer	74.6%	60.4%	99.4%	98
12.0	Administrator, Hospital Medical Center	76.4%	55.5%	94.1%	47
13.0	Chief Student Affairs Officer	65.6%	54.5%	74.8%	1,176
14.0	Registrar	46.5%	38.9%	56.5%	1,063
15.0	Director, Admissions	50.5%	42.8%	58.7%	968
16.0	Director, Student Financial Aid	42.5%	36.5%	49.9%	1,109
17.0	Director, Student Placement	40.7%	33.7%	49.8%	809
18.0	Director, Student Counseling	50.4%	40.8%	59.3%	787
19.0	Director, Student Union	41.8%	32.6%	50.6%	545
20.0	Director, Student Health Services	46.6%	31.8%	71.1%	524
21.0	Director, Student Housing	37.5%	30.2%	45.0%	589
22.0	Director, Food Services	44.1%	37.9%	50.9%	351
23.0	Director, Physical Plant	51.0%	43.5%	58.0%	1,082
24.0	Director, Purchasing	40.7%	33.9%	47.7%	629
25.0	Director, Bookstore	33.2%	27.1%	41.0%	772
26.0	Director, Campus Security	36.7%	29.7%	44.2%	684
27.0	Director, Legal Services	59.5%	47.9%	68.3%	131
28.0	Director, Personnel/Human Resources	47.2%	39.1%	56.2%	539
29.0	Director, Affirmative Action/Equal Employment	45.3%	36.8%	54.0%	336
30.0	Director, Employee Training	35.9%	30.4%	43.2%	63
31.0	Director, Library Services	55.9%	46.9%	64.7%	1,177
32.0	Director, Computer Center	53.0%	44.1%	60.8%	774
33.0	Director, Information Systems	51.1%	42.7%	59.1%	204
34.0	Director, Information Office	40.8%	34.0%	49.0%	433
35.0	Director, Community Services	56.6%	44.5%	67.9%	309
36.0	Director, Institutional Research	53.5%	45.4%	62.9%	462
37.0	Comptroller	51.9%	43.4%	59.6%	699
38.0	Director, Athletics	56.3%	47.5%	66.0%	776
39.0	Director, Auxiliary Services	51.0%	43.2%	59.7%	225
40.0	Administrator, Grants and Contracts	50.5%	41.5%	59.5%	389
41.0	Chief Development and Public Relations Officer	66.2%	58.1%	78.7%	164
42.0	Chief Planning and Budget Officer	65.8%	53.1%	77.6%	84
43.0	Director, Admissions and Financial Aid	54.6%	47.4%	63.3%	112
44.0	Director, Housing and Food Services	50.3%	42.3%	56.2%	44
45.0	Director, Personnel and Affirmative Action	47.5%	38.0%	57.5%	175
46.0	Director, Development and Alumni Affairs	52.4%	46.0%	64.3%	80
47.0	Dean, Architecture	68.9%	61.0%	77.4%	59
48.0	Dean, Agriculture	75.3%	65.6%	82.7%	97
49.0	Dean, Arts and Letters	71.8%	58.6%	78.2%	108
50.0	Dean, Arts and Sciences	72.8%	64.6%	79.9%	349
51.0	Dean, Business	70.5%	61.4%	77.5%	563
52.0	Dean, Communications	63.2%	56.5%	72.3%	117
53.0	Dean, Continuing Education	59.9%	49.5%	68.1%	496
54.0	Dean, Dentistry	83.6%	75.3%	92.7%	47
55.0	Dean, Education	71.5%	62.0%	77.8%	396
56.0	Dean, Engineering	73.9%	62.4%	83.8%	201
57.0	Dean, Extension	66.9%	55.8%	75.5%	95
58.0	Dean, Fine Arts	66.6%	57.1%	75.0%	198
59.0	Dean, Graduate Programs	70.0%	61.6%	78.1%	331
60.0	Dean, Health Related Professions	66.0%	57.2%	72.8%	189
61.0	Dean, Home Economics	65.2%	58.2%	75.5%	87
62.0	Dean, Humanities	65.9%	56.3%	74.0%	212
63.0	Dean, Instruction	70.8%	60.2%	78.8%	36
64.0	Dean, Law	85.7%	78.0%	91.8%	101
65.0	Dean, Library and Information Sciences	62.3%	52.8%	70.0%	93
66.0	Dean, Medicine	107.5%	94.3%	123.0%	69
67.0	Dean, Music	60.6%	52.6%	69.2%	135
68.0	Dean, Nursing	64.7%	56.3%	74.3%	298
69.0	Dean, Occupation Studies/Vocational Education/Technology	68.5%	62.3%	75.7%	233
70.0	Dean, Pharmacy	73.7%	67.0%	79.7%	51
71.0	Dean, Public Health	77.3%	63.7%	90.0%	15
72.0	Dean, Sciences	68.5%	60.1%	76.7%	298
73.0	Dean, Social Sciences	64.2%	55.8%	75.1%	245
74.0	Dean, Social Work	62.2%	50.9%	72.6%	89
75.0	Dean, Special Programs	60.5%	52.8%	75.6%	27
76.0	Dean, Undergraduate Programs	63.6%	55.4%	70.3%	61
77.0	Dean, Veterinary Medicine	81.3%	77.2%	82.5%	21

Table 60
PUBLIC INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Public. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 749.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	81.8%	74.8%	89.5%	198
4.0	Chief Academic Officer	82.9%	75.9%	88.8%	663
5.0	Chief Planning Officer	71.3%	61.4%	78.3%	198
6.0	Chief Business Officer	74.9%	67.0%	81.8%	684
7.0	Chief Budgeting Officer	54.3%	48.7%	62.1%	256
8.0	Chief Development Officer	61.1%	54.4%	70.1%	221
9.0	Chief Public Relations Officer	52.3%	44.9%	63.4%	328
10.0	Director, Alumni Affairs	41.3%	34.7%	48.8%	230
11.0	Chief Health Professions Officer	74.3%	64.9%	99.4%	65
12.0	Administrator, Hospital Medical Center	76.6%	55.5%	94.1%	39
13.0	Chief Student Affairs Officer	71.2%	64.0%	78.5%	671
14.0	Registrar	51.1%	43.9%	60.5%	548
15.0	Director, Admissions	53.2%	45.6%	60.8%	499
16.0	Director, Student Financial Aid	46.1%	40.3%	52.9%	627
17.0	Director, Student Placement	46.1%	39.1%	53.6%	445
18.0	Director, Student Counseling	54.3%	47.9%	61.8%	488
19.0	Director, Student Union	46.0%	39.2%	54.0%	358
20.0	Director, Student Health Services	62.1%	39.7%	79.2%	288
21.0	Director, Student Housing	42.5%	37.0%	50.8%	278
22.0	Director, Food Services	44.4%	38.5%	50.7%	192
23.0	Director, Physical Plant	54.0%	47.9%	60.2%	602
24.0	Director, Purchasing	42.8%	37.0%	49.9%	424
25.0	Director, Bookstore	38.4%	31.4%	43.9%	418
26.0	Director, Campus Security	40.9%	34.4%	46.8%	421
27.0	Director, Legal Services	61.0%	48.9%	69.4%	107
28.0	Director, Personnel/Human Resources	50.6%	43.7%	58.4%	375
29.0	Director, Affirmative Action/Equal Employment	46.8%	39.4%	54.3%	269
30.0	Director, Employee Training	37.2%	32.2%	43.3%	53
31.0	Director, Library Services	61.4%	53.7%	68.1%	645
32.0	Director, Computer Center	57.1%	50.2%	64.4%	485
33.0	Director, Information Systems	54.8%	48.4%	62.3%	134
34.0	Director, Information Office	44.1%	38.0%	51.2%	288
35.0	Director, Community Services	58.4%	48.9%	68.5%	256
36.0	Director, Institutional Research	54.5%	48.0%	63.7%	340
37.0	Comptroller	54.2%	48.7%	61.4%	361
38.0	Director, Athletics	62.0%	53.9%	69.7%	426
39.0	Director, Auxiliary Services	53.7%	46.0%	61.1%	162
40.0	Administrator, Grants and Contracts	52.9%	44.7%	63.0%	272
41.0	Chief Development and Public Relations Officer	64.0%	57.3%	76.4%	87
42.0	Chief Planning and Budget Officer	72.9%	58.1%	79.4%	51
43.0	Director, Admissions and Financial Aid	60.2%	50.0%	66.4%	43
44.0	Director, Housing and Food Services	53.5%	45.6%	59.5%	28
45.0	Director, Personnel and Affirmative Action	52.6%	43.4%	61.7%	108
46.0	Director, Development and Alumni Affairs	52.4%	46.1%	63.2%	42
47.0	Dean, Architecture	70.7%	64.7%	78.0%	47
48.0	Dean, Agriculture	75.4%	66.2%	83.0%	92
49.0	Dean, Arts and Letters	73.1%	63.5%	78.2%	81
50.0	Dean, Arts and Sciences	74.8%	68.5%	81.2%	255
51.0	Dean, Business	72.1%	65.1%	77.9%	412
52.0	Dean, Communications	63.3%	56.5%	72.3%	96
53.0	Dean, Continuing Education	63.0%	54.9%	70.4%	330
54.0	Dean, Dentistry	83.3%	74.4%	94.7%	35
55.0	Dean, Education	73.6%	68.4%	79.5%	275
56.0	Dean, Engineering	76.0%	66.3%	85.0%	154
57.0	Dean, Extension	68.4%	58.3%	77.6%	76
58.0	Dean, Fine Arts	68.4%	62.2%	76.2%	136
59.0	Dean, Graduate Programs	73.3%	66.4%	79.6%	227
60.0	Dean, Health Related Professions	66.8%	58.1%	73.7%	164
61.0	Dean, Home Economics	67.8%	59.3%	75.5%	76
62.0	Dean, Humanities	67.7%	62.2%	75.7%	138
63.0	Dean, Instruction	74.8%	65.4%	79.7%	29
64.0	Dean, Law	85.9%	79.1%	91.5%	57
65.0	Dean, Library and Information Sciences	63.0%	55.5%	70.3%	73
66.0	Dean, Medicine	101.6%	93.5%	122.8%	53
67.0	Dean, Music	64.6%	56.9%	72.5%	77
68.0	Dean, Nursing	65.5%	57.0%	74.7%	226
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.5%	62.9%	76.4%	219
70.0	Dean, Pharmacy	74.7%	67.6%	79.7%	43
71.0	Dean, Public Health	72.3%	59.9%	82.3%	12
72.0	Dean, Sciences	70.6%	62.2%	78.0%	216
73.0	Dean, Social Sciences	66.3%	57.9%	75.6%	174
74.0	Dean, Social Work	65.9%	56.4%	73.0%	61
75.0	Dean, Special Programs	60.5%	52.8%	75.6%	22
76.0	Dean, Undergraduate Programs	67.8%	59.4%	72.2%	35
77.0	Dean, Veterinary Medicine	81.4%	77.8%	82.9%	18

Table 61
PRIVATE INSTITUTIONS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Private. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 585.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	79.2%	71.3%	87.8%	152
4.0	Chief Academic Officer	74.9%	66.6%	83.3%	530
5.0	Chief Planning Officer	61.3%	51.7%	75.2%	81
6.0	Chief Business Officer	70.0%	60.1%	78.9%	520
7.0	Chief Budgeting Officer	52.5%	41.3%	60.0%	88
8.0	Chief Development Officer	64.6%	54.9%	74.4%	424
9.0	Chief Public Relations Officer	42.1%	34.8%	52.5%	343
10.0	Director, Alumni Affairs	37.3%	29.5%	45.4%	386
11.0	Chief Health Professions Officer	77.4%	43.8%	91.9%	33
12.0	Administrator, Hospital Medical Center	60.2%	52.2%	91.1%	8
13.0	Chief Student Affairs Officer	55.8%	47.5%	64.6%	504
14.0	Registrar	41.9%	34.6%	50.0%	514
15.0	Director, Admissions	47.8%	40.2%	55.5%	469
16.0	Director, Student Financial Aid	38.6%	32.4%	43.8%	482
17.0	Director, Student Placement	35.0%	28.6%	41.8%	364
18.0	Director, Student Counseling	40.3%	34.2%	49.7%	299
19.0	Director, Student Union	32.1%	26.7%	39.8%	187
20.0	Director, Student Health Services	35.8%	26.9%	52.9%	236
21.0	Director, Student Housing	31.8%	26.0%	39.0%	311
22.0	Director, Food Services	43.8%	37.1%	50.9%	158
23.0	Director, Physical Plant	45.6%	39.4%	54.2%	479
24.0	Director, Purchasing	34.6%	28.6%	41.5%	205
25.0	Director, Bookstore	29.4%	24.7%	35.0%	353
26.0	Director, Campus Security	30.5%	25.5%	36.7%	263
27.0	Director, Legal Services	51.1%	40.8%	60.6%	24
28.0	Director, Personnel/Human Resources	37.3%	30.4%	46.2%	164
29.0	Director, Affirmative Action/Equal Employment	36.4%	27.3%	47.2%	67
30.0	Director, Employee Training	32.4%	26.8%	33.8%	10
31.0	Director, Library Services	48.1%	41.3%	56.5%	532
32.0	Director, Computer Center	44.6%	36.9%	52.5%	289
33.0	Director, Information Systems	42.6%	35.6%	50.0%	70
34.0	Director, Information Office	34.8%	29.8%	41.8%	145
35.0	Director, Community Services	40.3%	30.6%	57.4%	53
36.0	Director, Institutional Research	47.5%	39.6%	58.1%	122
37.0	Comptroller	47.5%	39.4%	55.1%	338
38.0	Director, Athletics	49.2%	41.2%	58.1%	350
39.0	Director, Auxiliary Services	45.1%	39.7%	54.1%	63
40.0	Administrator, Grants and Contracts	44.7%	36.0%	53.0%	117
41.0	Chief Development and Public Relations Officer	68.4%	59.9%	80.8%	77
42.0	Chief Planning and Budget Officer	62.9%	50.0%	70.8%	33
43.0	Director, Admissions and Financial Aid	51.3%	43.8%	58.2%	68
44.0	Director, Housing and Food Services	41.1%	32.9%	49.1%	16
45.0	Director, Personnel and Affirmative Action	39.1%	32.0%	47.2%	67
46.0	Director, Development and Alumni Affairs	50.0%	45.5%	68.4%	38
47.0	Dean, Architecture	52.0%	47.1%	63.4%	12
48.0	Dean, Agriculture	58.2%	55.5%	65.6%	5
49.0	Dean, Arts and Letters	58.6%	51.0%	79.2%	27
50.0	Dean, Arts and Sciences	63.8%	55.2%	74.5%	94
51.0	Dean, Business	63.0%	55.2%	75.0%	151
52.0	Dean, Communications	61.8%	53.8%	67.6%	21
53.0	Dean, Continuing Education	51.7%	42.9%	61.0%	166
54.0	Dean, Dentistry	86.9%	75.3%	90.8%	12
55.0	Dean, Education	60.0%	49.1%	70.0%	121
56.0	Dean, Engineering	62.8%	56.7%	78.4%	47
57.0	Dean, Extension	55.8%	44.3%	65.5%	19
58.0	Dean, Fine Arts	54.3%	46.4%	66.9%	62
59.0	Dean, Graduate Programs	59.3%	52.0%	67.1%	104
60.0	Dean, Health Related Professions	61.1%	47.3%	68.4%	25
61.0	Dean, Home Economics	58.2%	47.9%	65.2%	11
62.0	Dean, Humanities	60.3%	46.1%	67.4%	74
63.0	Dean, Instruction	60.0%	52.9%	70.8%	7
64.0	Dean, Law	83.3%	74.8%	94.3%	44
65.0	Dean, Library and Information Sciences	52.7%	43.7%	61.0%	20
66.0	Dean, Medicine	115.8%	95.3%	123.1%	16
67.0	Dean, Music	53.9%	45.7%	65.6%	58
68.0	Dean, Nursing	61.4%	50.6%	70.6%	72
69.0	Dean, Occupation Studies/Vocational Education/Technology	49.7%	46.6%	63.9%	14
70.0	Dean, Pharmacy	69.4%	53.2%	77.7%	8
71.0	Dean, Public Health	96.9%	80.9%	105.7%	3
72.0	Dean, Sciences	63.4%	54.2%	71.3%	82
73.0	Dean, Social Sciences	57.4%	47.6%	67.5%	71
74.0	Dean, Social Work	58.3%	47.1%	71.4%	28
75.0	Dean, Special Programs	59.1%	54.2%	65.6%	5
76.0	Dean, Undergraduate Programs	56.4%	48.4%	70.0%	26
77.0	Dean, Veterinary Medicine	75.7%	66.7%	81.3%	3

Table 62
ALL UNIVERSITIES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** University. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 347.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	81.8%	75.2%	90.2%	113
4.0	Chief Academic Officer	83.2%	76.4%	89.1%	310
5.0	Chief Planning Officer	68.4%	57.4%	78.3%	110
6.0	Chief Business Officer	75.3%	68.4%	82.7%	318
7.0	Chief Budgeting Officer	54.0%	47.6%	61.6%	174
8.0	Chief Development Officer	63.2%	54.5%	71.8%	201
9.0	Chief Public Relations Officer	53.4%	43.9%	64.8%	185
10.0	Director, Alumni Affairs	41.1%	34.2%	48.3%	249
11.0	Chief Health Professions Officer	88.9%	71.1%	117.6%	51
12.0	Administrator, Hospital Medical Center	79.6%	60.7%	99.5%	35
13.0	Chief Student Affairs Officer	67.8%	57.7%	74.1%	315
14.0	Registrar	46.9%	40.9%	54.4%	298
15.0	Director, Admissions	47.9%	41.5%	55.1%	287
16.0	Director, Student Financial Aid	42.7%	37.7%	48.0%	320
17.0	Director, Student Placement	41.3%	35.0%	48.6%	285
18.0	Director, Student Counseling	49.0%	40.5%	55.3%	264
19.0	Director, Student Union	43.3%	34.0%	50.6%	235
20.0	Director, Student Health Services	64.9%	42.1%	80.7%	218
21.0	Director, Student Housing	40.1%	32.6%	47.3%	248
22.0	Director, Food Services	44.8%	39.4%	50.6%	123
23.0	Director, Physical Plant	54.7%	47.3%	61.0%	323
24.0	Director, Purchasing	41.6%	35.2%	49.0%	270
25.0	Director, Bookstore	38.5%	30.7%	43.9%	241
26.0	Director, Campus Security	38.9%	32.7%	45.7%	281
27.0	Director, Legal Services	59.5%	48.0%	68.3%	103
28.0	Director, Personnel/Human Resources	48.0%	41.7%	55.7%	247
29.0	Director, Affirmative Action/Equal Employment	44.5%	37.8%	53.4%	194
30.0	Director, Employee Training	35.4%	31.7%	42.9%	47
31.0	Director, Library Services	61.3%	50.0%	68.0%	318
32.0	Director, Computer Center	56.4%	48.0%	64.4%	278
33.0	Director, Information Systems	52.7%	46.1%	58.7%	112
34.0	Director, Information Office	43.3%	35.8%	50.0%	185
35.0	Director, Community Services	42.7%	33.7%	51.9%	66
36.0	Director, Institutional Research	53.8%	45.8%	61.3%	201
37.0	Comptroller	53.9%	46.5%	60.3%	253
38.0	Director, Athletics	59.8%	50.8%	67.9%	283
39.0	Director, Auxiliary Services	52.1%	45.1%	59.2%	117
40.0	Administrator, Grants and Contracts	49.7%	41.3%	59.0%	196
41.0	Chief Development and Public Relations Officer	72.4%	63.3%	79.9%	63
42.0	Chief Planning and Budget Officer	68.3%	56.6%	77.6%	49
43.0	Director, Admissions and Financial Aid	55.7%	44.2%	64.0%	27
44.0	Director, Housing and Food Services	50.2%	43.1%	57.5%	35
45.0	Director, Personnel and Affirmative Action	46.5%	38.0%	58.3%	46
46.0	Director, Development and Alumni Affairs	49.6%	44.4%	60.0%	33
47.0	Dean, Architecture	69.1%	61.8%	77.4%	52
48.0	Dean, Agriculture	79.0%	72.7%	84.1%	66
49.0	Dean, Arts and Letters	75.0%	66.5%	79.1%	41
50.0	Dean, Arts and Sciences	74.5%	68.1%	81.2%	206
51.0	Dean, Business	74.9%	68.2%	80.0%	264
52.0	Dean, Communications	66.1%	56.5%	72.5%	52
53.0	Dean, Continuing Education	61.0%	53.0%	68.6%	198
54.0	Dean, Dentistry	88.5%	78.5%	97.8%	29
55.0	Dean, Education	72.6%	65.4%	78.0%	244
56.0	Dean, Engineering	77.3%	67.5%	85.2%	140
57.0	Dean, Extension	68.4%	58.1%	78.3%	61
58.0	Dean, Fine Arts	68.8%	60.5%	76.2%	106
59.0	Dean, Graduate Programs	71.5%	63.9%	78.4%	234
60.0	Dean, Health Related Professions	69.6%	63.5%	78.7%	60
61.0	Dean, Home Economics	69.4%	59.6%	75.8%	59
62.0	Dean, Humanities	68.4%	60.8%	76.3%	54
63.0	Dean, Instruction	71.8%	56.9%	77.8%	9
64.0	Dean, Law	86.2%	79.1%	92.2%	97
65.0	Dean, Library and Information Sciences	63.0%	58.2%	70.0%	52
66.0	Dean, Medicine	112.0%	96.1%	123.6%	56
67.0	Dean, Music	61.8%	53.1%	69.2%	72
68.0	Dean, Nursing	68.6%	60.5%	76.5%	131
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.4%	64.2%	75.0%	42
70.0	Dean, Pharmacy	75.1%	69.4%	80.2%	44
71.0	Dean, Public Health	80.9%	72.3%	96.9%	9
72.0	Dean, Sciences	74.9%	66.2%	80.6%	83
73.0	Dean, Social Sciences	68.1%	56.0%	77.3%	51
74.0	Dean, Social Work	65.9%	57.1%	73.0%	69
75.0	Dean, Special Programs	68.8%	53.0%	81.5%	7
76.0	Dean, Undergraduate Programs	64.4%	54.3%	70.0%	36
77.0	Dean, Veterinary Medicine	81.4%	77.8%	82.9%	19

Table 63
ALL 4-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 4-yr. College. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 472.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	78.9%	70.8%	87.8%	104
4.0	Chief Academic Officer	76.1%	67.3%	85.0%	442
5.0	Chief Planning Officer	67.0%	57.0%	77.1%	76
6.0	Chief Business Officer	71.4%	61.8%	79.4%	449
7.0	Chief Budgeting Officer	51.8%	42.7%	60.6%	87
8.0	Chief Development Officer	63.5%	54.7%	73.0%	325
9.0	Chief Public Relations Officer	42.9%	36.0%	51.5%	289
10.0	Director, Alumni Affairs	37.3%	29.9%	45.1%	313
11.0	Chief Health Professions Officer	60.0%	34.6%	76.9%	20
12.0	Administrator, Hospital Medical Center	31.7%	29.6%	59.4%	3
13.0	Chief Student Affairs Officer	58.7%	49.3%	67.7%	442
14.0	Registrar	43.7%	36.4%	52.1%	429
15.0	Director, Admissions	49.9%	42.7%	57.1%	396
16.0	Director, Student Financial Aid	40.4%	34.6%	45.9%	423
17.0	Director, Student Placement	38.6%	31.4%	47.3%	341
18.0	Director, Student Counseling	44.0%	36.8%	52.8%	264
19.0	Director, Student Union	36.5%	29.1%	44.0%	190
20.0	Director, Student Health Services	36.8%	27.9%	59.1%	218
21.0	Director, Student Housing	34.6%	27.7%	41.7%	279
22.0	Director, Food Services	45.1%	38.6%	51.5%	127
23.0	Director, Physical Plant	47.9%	40.9%	55.7%	407
24.0	Director, Purchasing	38.6%	32.4%	43.5%	183
25.0	Director, Bookstore	30.0%	25.0%	35.9%	303
26.0	Director, Campus Security	33.2%	27.1%	39.8%	241
27.0	Director, Legal Services	60.0%	48.9%	62.8%	11
28.0	Director, Personnel/Human Resources	40.4%	32.0%	51.3%	155
29.0	Director, Affirmative Action/Equal Employment	46.8%	36.3%	55.5%	61
31.0	Director, Library Services	51.2%	42.5%	58.9%	445
32.0	Director, Computer Center	48.8%	40.0%	56.0%	267
33.0	Director, Information Systems	42.5%	36.0%	51.1%	42
34.0	Director, Information Office	38.0%	31.2%	44.8%	121
35.0	Director, Community Services	52.6%	40.0%	63.7%	55
36.0	Director, Institutional Research	53.4%	43.0%	61.7%	129
37.0	Comptroller	48.3%	40.0%	55.1%	252
38.0	Director, Athletics	52.1%	44.4%	60.8%	322
39.0	Director, Auxiliary Services	47.2%	40.0%	54.2%	51
40.0	Administrator, Grants and Contracts	47.5%	38.5%	55.1%	98
41.0	Chief Development and Public Relations Officer	64.6%	57.3%	80.8%	54
42.0	Chief Planning and Budget Officer	62.9%	53.0%	73.4%	17
43.0	Director, Admissions and Financial Aid	52.7%	46.7%	60.3%	45
44.0	Director, Housing and Food Services	55.5%	42.3%	57.3%	6
45.0	Director, Personnel and Affirmative Action	42.9%	34.0%	47.5%	53
46.0	Director, Development and Alumni Affairs	51.5%	44.9%	64.3%	28
48.0	Dean, Agriculture	58.2%	55.5%	73.3%	5
49.0	Dean, Arts and Letters	71.9%	55.3%	87.6%	26
50.0	Dean, Arts and Sciences	72.3%	64.0%	81.5%	63
51.0	Dean, Business	68.4%	58.0%	77.0%	119
52.0	Dean, Communications	56.6%	45.5%	62.8%	16
53.0	Dean, Continuing Education	54.3%	46.4%	64.4%	138
55.0	Dean, Education	69.5%	58.2%	77.7%	123
56.0	Dean, Engineering	67.0%	60.8%	85.3%	19
57.0	Dean, Extension	59.8%	55.8%	68.4%	16
58.0	Dean, Fine Arts	57.8%	46.4%	70.4%	52
59.0	Dean, Graduate Programs	65.5%	55.8%	76.8%	81
60.0	Dean, Health Related Professions	64.0%	56.6%	74.5%	27
61.0	Dean, Home Economics	58.2%	47.6%	70.4%	12
62.0	Dean, Humanities	62.7%	47.6%	72.4%	74
63.0	Dean, Instruction	63.4%	54.6%	74.8%	7
65.0	Dean, Library and Information Sciences	55.6%	48.5%	70.3%	9
67.0	Dean, Music	61.3%	49.1%	70.4%	43
68.0	Dean, Nursing	63.0%	55.0%	72.4%	55
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	60.9%	74.3%	27
72.0	Dean, Sciences	66.7%	57.3%	74.7%	89
73.0	Dean, Social Sciences	62.8%	53.2%	75.8%	90
74.0	Dean, Social Work	58.3%	48.7%	79.0%	14
75.0	Dean, Special Programs	60.6%	54.2%	76.8%	6
76.0	Dean, Undergraduate Programs	60.3%	55.4%	77.6%	18

Table 64
ALL 2-YEAR COLLEGES

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** 2-yr. College. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 410.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	81.9%	72.5%	87.5%	95
4.0	Chief Academic Officer	79.8%	72.3%	86.6%	360
5.0	Chief Planning Officer	73.7%	63.0%	78.0%	79
6.0	Chief Business Officer	73.5%	64.8%	81.2%	353
7.0	Chief Budgeting Officer	58.8%	51.1%	68.2%	68
8.0	Chief Development Officer	63.8%	57.0%	75.5%	73
9.0	Chief Public Relations Officer	51.0%	43.2%	61.6%	147
10.0	Director, Alumni Affairs	37.6%	31.1%	47.9%	33
11.0	Chief Health Professions Officer	66.3%	58.4%	70.1%	23
13.0	Chief Student Affairs Officer	72.3%	63.9%	80.4%	356
14.0	Registrar	52.4%	43.4%	63.0%	257
15.0	Director, Admissions	56.4%	48.1%	64.6%	237
16.0	Director, Student Financial Aid	49.3%	40.5%	56.1%	307
17.0	Director, Student Placement	47.6%	37.8%	56.3%	156
18.0	Director, Student Counseling	57.9%	50.6%	66.4%	234
19.0	Director, Student Union	49.6%	40.3%	60.8%	110
20.0	Director, Student Health Services	40.9%	34.1%	51.1%	68
21.0	Director, Student Housing	40.6%	33.0%	47.1%	41
22.0	Director, Food Services	41.7%	35.3%	50.9%	79
23.0	Director, Physical Plant	51.9%	45.0%	58.0%	273
24.0	Director, Purchasing	44.0%	37.0%	50.8%	139
25.0	Director, Bookstore	35.3%	28.6%	42.2%	192
26.0	Director, Campus Security	39.4%	31.4%	46.7%	131
27.0	Director, Legal Services	57.3%	39.6%	74.6%	13
28.0	Director, Personnel/Human Resources	55.7%	45.9%	64.7%	109
29.0	Director, Affirmative Action/Equal Employment	50.2%	38.2%	57.9%	65
30.0	Director, Employee Training	43.0%	39.1%	55.2%	11
31.0	Director, Library Services	59.2%	52.3%	66.6%	329
32.0	Director, Computer Center	55.3%	48.1%	63.5%	188
33.0	Director, Information Systems	59.3%	50.8%	66.5%	38
34.0	Director, Information Office	43.9%	37.0%	51.5%	97
35.0	Director, Community Services	60.2%	53.2%	72.1%	182/
36.0	Director, Institutional Research	53.3%	47.7%	64.7%	125
37.0	Comptroller	53.8%	48.4%	61.4%	151
38.0	Director, Athletics	59.2%	51.1%	69.6%	160
39.0	Director, Auxiliary Services	56.6%	46.3%	67.2%	45
40.0	Administrator, Grants and Contracts	55.0%	45.7%	65.2%	77
41.0	Chief Development and Public Relations Officer	59.4%	48.9%	65.0%	30
42.0	Chief Planning and Budget Officer	71.1%	43.8%	78.7%	12
43.0	Director, Admissions and Financial Aid	57.0%	51.4%	65.1%	25
45.0	Director, Personnel and Affirmative Action	53.5%	48.5%	62.0%	59
46.0	Director, Development and Alumni Affairs	58.4%	47.9%	64.0%	12
47.0	Dean, Architecture	56.3%	55.3%	73.3%	5
48.0	Dean, Agriculture	61.6%	59.7%	71.5%	22
49.0	Dean, Arts and Letters	64.3%	56.5%	73.8%	37
50.0	Dean, Arts and Sciences	67.8%	60.0%	75.3%	67
51.0	Dean, Business	63.9%	57.9%	71.4%	162
52.0	Dean, Communications	63.3%	56.5%	71.5%	48
53.0	Dean, Continuing Education	62.8%	50.2%	70.1%	143
54.0	Dean, Dentistry	73.7%	54.9%	84.2%	10
55.0	Dean, Education	63.1%	52.8%	67.8%	18
56.0	Dean, Engineering	63.0%	54.9%	72.3%	35
57.0	Dean, Extension	60.4%	54.5%	72.2%	15
58.0	Dean, Fine Arts	64.3%	60.7%	69.3%	38
60.0	Dean, Health Related Professions	63.0%	55.6%	70.2%	88
61.0	Dean, Home Economics	61.4%	57.8%	67.1%	13
62.0	Dean, Humanities	66.5%	60.7%	72.8%	83
63.0	Dean, Instruction	78.8%	65.4%	86.4%	19
65.0	Dean, Library and Information Sciences	59.9%	50.0%	67.7%	25
67.0	Dean, Music	60.4%	53.4%	65.7%	15
68.0	Dean, Nursing	61.1%	53.6%	67.5%	96
69.0	Dean, Occupation Studies/Vocational Education/Technology	68.1%	61.1%	76.2%	161
72.0	Dean, Sciences	66.1%	58.5%	72.7%	122
73.0	Dean, Social Sciences	64.9%	56.8%	72.0%	102
74.0	Dean, Social Work	44.2%	35.3%	44.4%	4
75.0	Dean, Special Programs	55.3%	44.9%	68.5%	12
76.0	Dean, Undergraduate Programs	62.6%	59.4%	67.8%	6

Table 65

INSTITUTIONS WITH ENROLLMENTS 999 OR LESS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** 999 or less. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 375.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	79.2%	71.2%	88.7%	76
4.0	Chief Academic Officer	76.6%	67.6%	84.1%	337
5.0	Chief Planning Officer	64.5%	57.1%	76.7%	38
6.0	Chief Business Officer	68.2%	57.3%	77.3%	324
7.0	Chief Budgeting Officer	55.7%	52.3%	69.5%	25
8.0	Chief Development Officer	65.4%	54.2%	75.8%	202
9.0	Chief Public Relations Officer	40.8%	34.2%	52.0%	178
10.0	Director, Alumni Affairs	35.9%	28.9%	46.0%	134
11.0	Chief Health Professions Officer	52.4%	32.3%	68.9%	10
13.0	Chief Student Affairs Officer	60.0%	50.6%	69.4%	298
14.0	Registrar	44.2%	36.0%	54.5%	289
15.0	Director, Admissions	50.7%	40.5%	58.7%	235
16.0	Director, Student Financial Aid	39.4%	33.2%	48.2%	254
17.0	Director, Student Placement	38.1%	30.0%	44.0%	145
18.0	Director, Student Counseling	45.0%	38.0%	57.1%	126
19.0	Director, Student Union	34.4%	27.2%	43.0%	55
20.0	Director, Student Health Services	34.0%	27.4%	42.6%	82
21.0	Director, Student Housing	33.4%	25.7%	40.5%	96
22.0	Director, Food Services	45.3%	36.4%	53.3%	75
23.0	Director, Physical Plant	46.9%	40.0%	55.3%	249
24.0	Director, Purchasing	36.4%	29.2%	44.3%	59
25.0	Director, Bookstore	28.9%	23.0%	33.5%	179
26.0	Director, Campus Security	30.3%	25.2%	36.1%	71
28.0	Director, Personnel/Human Resources	33.4%	29.6%	44.0%	31
29.0	Director, Affirmative Action/Equal Employment	62.4%	47.2%	63.1%	17
31.0	Director, Library Services	50.8%	41.6%	59.5%	315
32.0	Director, Computer Center	43.5%	33.8%	53.5%	93
33.0	Director, Information Systems	37.5%	33.3%	42.5%	14
34.0	Director, Information Office	38.3%	29.8%	47.1%	54
35.0	Director, Community Services	56.5%	47.1%	68.3%	41
36.0	Director, Institutional Research	55.7%	47.5%	63.6%	47
37.0	Comptroller	45.7%	38.2%	54.5%	126
38.0	Director, Athletics	51.0%	41.0%	60.0%	147
39.0	Director, Auxiliary Services	49.8%	34.5%	73.2%	16
40.0	Administrator, Grants and Contracts	53.3%	45.7%	62.6%	42
41.0	Chief Development and Public Relations Officer	62.5%	46.3%	80.0%	28
42.0	Chief Planning and Budget Officer	53.0%	50.0%	63.8%	9
43.0	Director, Admissions and Financial Aid	53.3%	46.2%	60.3%	47
44.0	Director, Housing and Food Services	50.8%	41.1%	57.3%	3
45.0	Director, Personnel and Affirmative Action	42.9%	32.1%	51.1%	26
46.0	Director, Development and Alumni Affairs	58.4%	49.7%	68.5%	17
47.0	Dean, Architecture	60.4%	55.3%	78.0%	3
48.0	Dean, Agriculture	56.5%	51.1%	57.3%	4
49.0	Dean, Arts and Letters	61.1%	52.3%	73.4%	25
50.0	Dean, Arts and Sciences	61.9%	57.9%	71.5%	20
51.0	Dean, Business	61.3%	52.3%	67.4%	60
52.0	Dean, Communications	61.3%	54.2%	76.1%	4
53.0	Dean, Continuing Education	50.9%	44.0%	59.5%	70
55.0	Dean, Education	62.9%	55.7%	73.8%	41
56.0	Dean, Engineering	60.8%	50.0%	74.5%	11
57.0	Dean, Extension	49.2%	48.2%	56.0%	6
58.0	Dean, Fine Arts	54.3%	44.4%	65.3%	24
59.0	Dean, Graduate Programs	74.2%	62.1%	78.0%	17
60.0	Dean, Health Related Professions	61.1%	56.6%	67.0%	10
61.0	Dean, Home Economics	38.6%	38.4%	65.2%	4
62.0	Dean, Humanities	62.7%	47.6%	70.7%	38
63.0	Dean, Instruction	68.4%	64.4%	79.7%	6
65.0	Dean, Library and Information Sciences	49.3%	43.7%	63.7%	13
67.0	Dean, Music	46.3%	41.4%	65.9%	16
68.0	Dean, Nursing	63.3%	56.3%	74.5%	38
69.0	Dean, Occupation Studies/Vocational Education/Technology	65.0%	56.5%	75.3%	34
72.0	Dean, Sciences	62.7%	56.3%	71.2%	51
73.0	Dean, Social Sciences	61.2%	53.9%	68.7%	43
74.0	Dean, Social Work	58.3%	50.9%	66.7%	5
75.0	Dean, Special Programs	54.2%	41.1%	59.1%	4
76.0	Dean, Undergraduate Programs	60.1%	50.0%	86.6%	4

Table 66

INSTITUTIONS WITH ENROLLMENTS 1,000-4,999

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: 1,000 thru 4,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 616.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	78.3%	71.8%	86.8%	158
4.0	Chief Academic Officer	78.8%	71.3%	86.2%	549
5.0	Chief Planning Officer	68.0%	57.0%	75.9%	127
6.0	Chief Business Officer	72.8%	63.3%	79.4%	566
7.0	Chief Budgeting Officer	51.1%	41.4%	58.5%	127
8.0	Chief Development Officer	63.6%	54.3%	72.8%	275
9.0	Chief Public Relations Officer	46.0%	38.0%	55.0%	310
10.0	Director, Alumni Affairs	37.3%	29.7%	45.9%	280
11.0	Chief Health Professions Officer	69.4%	55.1%	78.2%	40
12.0	Administrator, Hospital Medical Center	68.8%	48.1%	83.8%	15
13.0	Chief Student Affairs Officer	64.7%	53.6%	74.7%	574
14.0	Registrar	45.5%	37.8%	56.3%	501
15.0	Director, Admissions	50.2%	42.5%	57.9%	465
16.0	Director, Student Financial Aid	41.7%	36.1%	49.7%	547
17.0	Director, Student Placement	40.2%	32.1%	51.1%	395
18.0	Director, Student Counseling	48.3%	39.7%	58.7%	382
19.0	Director, Student Union	39.5%	30.9%	48.4%	271
20.0	Director, Student Health Services	39.0%	29.3%	59.9%	234
21.0	Director, Student Housing	34.5%	28.3%	41.7%	293
22.0	Director, Food Services	42.4%	37.3%	48.4%	149
23.0	Director, Physical Plant	49.4%	42.8%	55.7%	523
24.0	Director, Purchasing	37.8%	31.1%	43.9%	286
25.0	Director, Bookstore	31.6%	26.8%	38.6%	370
26.0	Director, Campus Security	33.8%	27.7%	41.3%	342
27.0	Director, Legal Services	48.9%	40.9%	61.4%	26
28.0	Director, Personnel/Human Resources	42.3%	34.9%	53.3%	235
29.0	Director, Affirmative Action/Equal Employment	42.1%	33.8%	52.5%	102
30.0	Director, Employee Training	29.1%	24.3%	35.0%	9
31.0	Director, Library Services	54.6%	46.9%	62.1%	563
32.0	Director, Computer Center	50.4%	42.5%	58.0%	410
33.0	Director, Information Systems	48.5%	39.8%	55.7%	66
34.0	Director, Information Office	38.0%	32.6%	46.1%	199
35.0	Director, Community Services	58.6%	48.3%	68.4%	170
36.0	Director, Institutional Research	52.1%	42.7%	61.1%	189
37.0	Comptroller	49.7%	41.8%	57.6%	333
38.0	Director, Athletics	54.2%	46.0%	63.9%	369
39.0	Director, Auxiliary Services	46.3%	40.3%	55.8%	93
40.0	Administrator, Grants and Contracts	46.1%	38.0%	58.7%	139
41.0	Chief Development and Public Relations Officer	61.9%	54.1%	75.6%	83
42.0	Chief Planning and Budget Officer	62.9%	52.6%	75.5%	36
43.0	Director, Admissions and Financial Aid	52.1%	44.2%	60.2%	44
44.0	Director, Housing and Food Services	42.3%	32.9%	52.3%	11
45.0	Director, Personnel and Affirmative Action	46.3%	37.1%	57.3%	114
46.0	Director, Development and Alumni Affairs	49.6%	42.3%	64.0%	32
47.0	Dean, Architecture	52.0%	50.9%	73.3%	6
48.0	Dean, Agriculture	67.9%	60.8%	75.3%	37
49.0	Dean, Arts and Letters	66.5%	60.5%	76.7%	41
50.0	Dean, Arts and Sciences	69.6%	61.1%	75.6%	146
51.0	Dean, Business	67.4%	58.8%	75.3%	252
52.0	Dean, Communications	61.2%	53.6%	66.1%	56
53.0	Dean, Continuing Education	58.3%	47.9%	67.8%	236
54.0	Dean, Dentistry	78.5%	68.6%	84.5%	19
55.0	Dean, Education	68.5%	60.0%	77.3%	147
56.0	Dean, Engineering	63.0%	56.8%	75.6%	51
57.0	Dean, Extension	65.5%	57.4%	74.6%	36
58.0	Dean, Fine Arts	64.1%	53.2%	71.0%	75
59.0	Dean, Graduate Programs	65.2%	54.3%	76.6%	122
60.0	Dean, Health Related Professions	61.9%	55.4%	70.4%	95
61.0	Dean, Home Economics	59.8%	56.2%	68.2%	30
62.0	Dean, Humanities	65.3%	55.2%	73.1%	113
63.0	Dean, Instruction	70.2%	60.0%	78.5%	17
64.0	Dean, Law	83.7%	73.8%	94.7%	20
65.0	Dean, Library and Information Sciences	52.8%	47.8%	66.1%	22
66.0	Dean, Medicine	100.0%	88.0%	113.7%	21
67.0	Dean, Music	59.1%	51.8%	67.5%	60
68.0	Dean, Nursing	61.4%	55.0%	68.2%	138
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	60.3%	76.7%	127
70.0	Dean, Pharmacy	69.3%	63.3%	77.3%	13
71.0	Dean, Public Health	77.3%	54.8%	90.0%	6
72.0	Dean, Sciences	67.0%	57.6%	75.8%	151
73.0	Dean, Social Sciences	62.7%	53.0%	72.8%	133
74.0	Dean, Social Work	49.3%	44.4%	62.2%	20
75.0	Dean, Special Programs	57.2%	52.8%	68.5%	13
76.0	Dean, Undergraduate Programs	58.2%	48.4%	68.4%	25

Table 67
INSTITUTIONS WITH ENROLLMENTS 5,000-14,999

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: 5,000 thru 14,999. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 243.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	82.8%	74.8%	89.8%	80
4.0	Chief Academic Officer	83.3%	77.1%	90.1%	218
5.0	Chief Planning Officer	70.8%	59.9%	78.3%	72
6.0	Chief Business Officer	77.2%	70.4%	83.6%	224
7.0	Chief Budgeting Officer	55.3%	50.6%	62.5%	128
8.0	Chief Development Officer	62.6%	56.4%	71.8%	122
9.0	Chief Public Relations Officer	54.9%	47.0%	62.8%	126
10.0	Director, Alumni Affairs	39.9%	34.2%	46.1%	146
11.0	Chief Health Professions Officer	96.4%	74.3%	118.6%	21
12.0	Administrator, Hospital Medical Center	69.4%	56.2%	96.8%	10
13.0	Chief Student Affairs Officer	70.7%	62.8%	77.9%	225
14.0	Registrar	49.7%	43.0%	58.1%	198
15.0	Director, Admissions	52.2%	45.5%	60.5%	190
16.0	Director, Student Financial Aid	45.2%	40.2%	51.4%	222
17.0	Director, Student Placement	42.5%	36.5%	50.0%	196
18.0	Director, Student Counseling	52.9%	45.6%	61.0%	205
19.0	Director, Student Union	45.7%	37.5%	51.3%	157
20.0	Director, Student Health Services	63.8%	40.9%	80.9%	142
21.0	Director, Student Housing	41.2%	34.7%	47.2%	139
22.0	Director, Food Services	44.7%	39.0%	50.3%	80
23.0	Director, Physical Plant	55.4%	48.4%	60.5%	228
24.0	Director, Purchasing	42.8%	36.3%	49.2%	198
25.0	Director, Bookstore	40.7%	35.5%	45.9%	161
26.0	Director, Campus Security	39.9%	34.5%	44.9%	195
27.0	Director, Legal Services	57.0%	43.5%	70.4%	53
28.0	Director, Personnel/Human Resources	49.9%	43.7%	57.7%	185
29.0	Director, Affirmative Action/Equal Employment	45.9%	38.7%	53.4%	140
30.0	Director, Employee Training	37.1%	31.7%	43.3%	26
31.0	Director, Library Services	62.6%	54.4%	68.5%	219
32.0	Director, Computer Center	58.1%	50.5%	65.3%	195
33.0	Director, Information Systems	51.8%	45.9%	60.3%	76
34.0	Director, Information Office	44.7%	38.2%	50.0%	112
35.0	Director, Community Services	52.0%	41.2%	66.6%	80
36.0	Director, Institutional Research	54.6%	49.0%	64.4%	157
37.0	Comptroller	54.3%	49.6%	61.3%	160
38.0	Director, Athletics	59.8%	52.8%	67.5%	187
39.0	Director, Auxiliary Services	53.7%	46.0%	59.3%	76
40.0	Administrator, Grants and Contracts	50.5%	43.0%	58.6%	130
41.0	Chief Development and Public Relations Officer	69.0%	64.6%	81.6%	38
42.0	Chief Planning and Budget Officer	72.3%	61.7%	83.2%	23
43.0	Director, Admissions and Financial Aid	56.1%	50.0%	63.9%	12
44.0	Director, Housing and Food Services	49.1%	43.4%	56.2%	18
45.0	Director, Personnel and Affirmative Action	52.9%	46.6%	62.0%	31
46.0	Director, Development and Alumni Affairs	49.0%	43.3%	60.0%	23
47.0	Dean, Architecture	68.9%	51.4%	79.0%	15
48.0	Dean, Agriculture	79.5%	68.9%	83.5%	28
49.0	Dean, Arts and Letters	75.6%	67.7%	79.6%	35
50.0	Dean, Arts and Sciences	74.3%	68.5%	80.4%	129
51.0	Dean, Business	74.1%	66.7%	78.8%	177
52.0	Dean, Communications	66.1%	56.5%	74.4%	31
53.0	Dean, Continuing Education	61.7%	53.7%	68.8%	129
54.0	Dean, Dentistry	77.8%	73.7%	92.7%	14
55.0	Dean, Education	72.6%	67.4%	77.7%	140
56.0	Dean, Engineering	73.9%	64.0%	83.6%	83
57.0	Dean, Extension	67.4%	58.1%	76.4%	31
58.0	Dean, Fine Arts	68.8%	62.3%	76.2%	66
59.0	Dean, Graduate Programs	71.5%	63.1%	77.8%	136
60.0	Dean, Health Related Professions	69.3%	62.9%	78.0%	59
61.0	Dean, Home Economics	70.1%	57.1%	77.5%	23
62.0	Dean, Humanities	67.1%	60.8%	74.0%	40
63.0	Dean, Instruction	71.8%	60.2%	80.6%	10
64.0	Dean, Law	86.2%	79.6%	91.8%	41
65.0	Dean, Library and Information Sciences	65.4%	61.6%	69.5%	27
66.0	Dean, Medicine	110.6%	96.3%	129.3%	26
67.0	Dean, Music	62.4%	53.4%	70.4%	37
68.0	Dean, Nursing	68.2%	56.2%	75.6%	81
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.4%	64.2%	75.0%	54
70.0	Dean, Pharmacy	73.6%	69.4%	84.0%	15
71.0	Dean, Public Health	63.7%	59.9%	72.1%	4
72.0	Dean, Sciences	71.9%	64.8%	77.8%	72
73.0	Dean, Social Sciences	72.0%	60.4%	76.3%	48
74.0	Dean, Social Work	61.2%	53.3%	74.0%	31
75.0	Dean, Special Programs	73.0%	59.0%	76.8%	8
76.0	Dean, Undergraduate Programs	67.8%	58.9%	70.0%	21
77.0	Dean, Veterinary Medicine	75.7%	57.5%	96.8%	3

Table 68
INSTITUTIONS WITH ENROLLMENTS 15,000 OR MORE

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: 15,000 or more. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 93.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	84.7%	77.1%	93.1%	36
4.0	Chief Academic Officer	86.2%	80.5%	91.2%	84
5.0	Chief Planning Officer	70.2%	59.8%	78.9%	40
6.0	Chief Business Officer	78.0%	72.8%	85.7%	86
7.0	Chief Budgeting Officer	54.3%	49.0%	62.8%	62
8.0	Chief Development Officer	60.6%	53.8%	70.8%	46
9.0	Chief Public Relations Officer	63.2%	50.1%	69.1%	57
10.0	Director, Alumni Affairs	47.8%	41.3%	54.2%	55
11.0	Chief Health Professions Officer	79.4%	66.5%	101.5%	26
12.0	Administrator, Hospital Medical Center	85.4%	60.7%	97.3%	20
13.0	Chief Student Affairs Officer	71.2%	64.8%	78.6%	76
14.0	Registrar	49.0%	43.9%	56.1%	71
15.0	Director, Admissions	49.1%	44.5%	57.4%	77
16.0	Director, Student Financial Aid	45.7%	41.9%	50.5%	81
17.0	Director, Student Placement	43.7%	37.4%	51.6%	71
18.0	Director, Student Counseling	52.1%	47.0%	59.9%	71
19.0	Director, Student Union	47.4%	42.8%	54.0%	62
20.0	Director, Student Health Services	72.9%	60.1%	85.7%	66
21.0	Director, Student Housing	47.7%	41.4%	56.2%	61
22.0	Director, Food Services	48.6%	41.6%	55.9%	46
23.0	Director, Physical Plant	59.6%	52.1%	65.9%	80
24.0	Director, Purchasing	47.6%	41.4%	53.4%	85
25.0	Director, Bookstore	41.6%	35.9%	46.4%	61
26.0	Director, Campus Security	46.6%	40.4%	52.5%	75
27.0	Director, Legal Services	63.0%	54.9%	69.5%	47
28.0	Director, Personnel/Human Resources	54.1%	47.8%	64.4%	85
29.0	Director, Affirmative Action/Equal Employment	45.5%	39.0%	54.1%	74
30.0	Director, Employee Training	36.7%	32.5%	43.4%	27
31.0	Director, Library Services	68.0%	62.4%	72.2%	76
32.0	Director, Computer Center	61.9%	57.0%	69.7%	73
33.0	Director, Information Systems	55.7%	48.4%	62.1%	45
34.0	Director, Information Office	45.4%	39.5%	53.9%	65
35.0	Director, Community Services	44.7%	42.8%	65.0%	18
36.0	Director, Institutional Research	54.0%	47.5%	63.7%	66
37.0	Comptroller	57.5%	51.6%	65.1%	73
38.0	Director, Athletics	66.7%	60.7%	72.7%	72
39.0	Director, Auxiliary Services	57.1%	48.1%	65.4%	40
40.0	Administrator, Grants and Contracts	53.1%	44.8%	63.2%	76
41.0	Chief Development and Public Relations Officer	75.6%	66.0%	82.1%	14
42.0	Chief Planning and Budget Officer	74.6%	61.7%	77.6%	14
43.0	Director, Admissions and Financial Aid	63.3%	57.0%	66.0%	9
44.0	Director, Housing and Food Services	52.3%	46.3%	60.3%	12
45.0	Director, Personnel and Affirmative Action	65.8%	50.2%	74.9%	4
46.0	Director, Development and Alumni Affairs	57.1%	49.2%	66.7%	8
47.0	Dean, Architecture	70.0%	65.5%	77.5%	35
48.0	Dean, Agriculture	80.0%	74.5%	84.2%	28
49.0	Dean, Arts and Letters	75.3%	73.1%	87.9%	7
50.0	Dean, Arts and Sciences	79.3%	71.9%	85.5%	54
51.0	Dean, Business	76.1%	70.7%	82.5%	72
52.0	Dean, Communications	68.5%	61.4%	73.2%	26
53.0	Dean, Continuing Education	67.2%	60.0%	71.4%	57
54.0	Dean, Dentistry	91.3%	86.9%	99.0%	13
55.0	Dean, Education	73.6%	68.3%	79.8%	68
56.0	Dean, Engineering	81.9%	73.1%	86.3%	56
57.0	Dean, Extension	73.1%	53.1%	78.3%	22
58.0	Dean, Fine Arts	71.4%	62.7%	75.1%	33
59.0	Dean, Graduate Programs	74.0%	66.7%	80.8%	56
60.0	Dean, Health Related Professions	67.0%	61.3%	75.3%	25
61.0	Dean, Home Economics	70.9%	62.0%	76.5%	30
62.0	Dean, Humanities	68.4%	65.2%	78.3%	18
63.0	Dean, Instruction	77.8%	75.0%	78.4%	3
64.0	Dean, Law	85.7%	78.9%	92.2%	39
65.0	Dean, Library and Information Sciences	63.0%	58.8%	73.0%	29
66.0	Dean, Medicine	112.0%	96.2%	122.8%	21
67.0	Dean, Music	65.4%	59.9%	72.7%	22
68.0	Dean, Nursing	71.4%	65.1%	76.6%	41
69.0	Dean, Occupation Studies/Vocational Education/Technology	67.9%	55.4%	72.3%	15
70.0	Dean, Pharmacy	75.5%	69.7%	80.2%	22
71.0	Dean, Public Health	85.0%	76.4%	96.9%	5
72.0	Dean, Sciences	75.3%	68.4%	82.3%	23
73.0	Dean, Social Sciences	68.8%	59.5%	74.0%	20
74.0	Dean, Social Work	69.1%	60.5%	73.0%	33
76.0	Dean, Undergraduate Programs	65.5%	59.6%	75.3%	11
77.0	Dean, Veterinary Medicine	81.4%	78.1%	82.5%	17

Table 69
INSTITUTIONS WITH BUDGETS $2.49-MILLION OR LESS

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $2,499,999 or less. **CASES SELECTED:** 230.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.0%	72.7%	89.0%	57
4.0	Chief Academic Officer	77.5%	70.0%	86.0%	197
5.0	Chief Planning Officer	71.3%	61.0%	76.7%	21
6.0	Chief Business Officer	67.2%	57.1%	75.9%	189
7.0	Chief Budgeting Officer	58.4%	55.7%	61.2%	10
8.0	Chief Development Officer	66.4%	57.6%	83.8%	95
9.0	Chief Public Relations Officer	48.1%	36.6%	57.4%	81
10.0	Director, Alumni Affairs	40.8%	28.6%	54.7%	49
11.0	Chief Health Professions Officer	85.8%	54.7%	99.4%	3
13.0	Chief Student Affairs Officer	64.0%	54.3%	73.2%	165
14.0	Registrar	45.9%	37.5%	55.9%	164
15.0	Director, Admissions	53.6%	41.5%	65.0%	123
16.0	Director, Student Financial Aid	42.2%	35.6%	50.4%	129
17.0	Director, Student Placement	40.8%	33.9%	49.6%	51
18.0	Director, Student Counseling	50.4%	41.4%	57.7%	68
19.0	Director, Student Union	33.0%	23.6%	43.0%	14
20.0	Director, Student Health Services	38.4%	34.0%	46.5%	23
21.0	Director, Student Housing	34.6%	26.7%	46.2%	25
22.0	Director, Food Services	41.7%	32.8%	58.5%	47
23.0	Director, Physical Plant	49.3%	40.6%	57.5%	123
24.0	Director, Purchasing	37.8%	29.1%	47.9%	30
25.0	Director, Bookstore	29.6%	24.2%	38.9%	92
26.0	Director, Campus Security	32.2%	23.9%	37.7%	20
27.0	Director, Legal Services	41.3%	39.6%	58.3%	5
28.0	Director, Personnel/Human Resources	35.7%	32.7%	45.4%	10
29.0	Director, Affirmative Action/Equal Employment	56.4%	38.6%	63.0%	12
31.0	Director, Library Services	54.5%	44.9%	62.5%	174
32.0	Director, Computer Center	43.2%	35.9%	58.8%	30
33.0	Director, Information Systems	35.2%	25.2%	47.7%	8
34.0	Director, Information Office	39.9%	36.0%	50.3%	26
35.0	Director, Community Services	58.7%	53.4%	68.4%	33
36.0	Director, Institutional Research	55.2%	48.1%	61.5%	20
37.0	Comptroller	49.1%	38.5%	55.9%	55
38.0	Director, Athletics	51.9%	42.0%	63.9%	64
39.0	Director, Auxiliary Services	55.8%	48.4%	75.0%	10
40.0	Administrator, Grants and Contracts	53.3%	43.2%	63.3%	19
41.0	Chief Development and Public Relations Officer	62.1%	46.3%	79.3%	22
42.0	Chief Planning and Budget Officer	53.1%	50.2%	65.8%	3
43.0	Director, Admissions and Financial Aid	50.3%	41.6%	57.3%	27
45.0	Director, Personnel and Affirmative Action	35.5%	28.7%	46.6%	8
46.0	Director, Development and Alumni Affairs	68.5%	22.0%	84.7%	7
48.0	Dean, Agriculture	57.3%	56.5%	61.6%	5
49.0	Dean, Arts and Letters	58.9%	51.9%	73.4%	18
50.0	Dean, Arts and Sciences	65.0%	60.0%	73.4%	18
51.0	Dean, Business	61.8%	54.0%	69.9%	46
52.0	Dean, Communications	66.0%	61.3%	76.1%	5
53.0	Dean, Continuing Education	57.3%	48.0%	67.4%	41
55.0	Dean, Education	65.0%	48.6%	82.0%	22
56.0	Dean, Engineering	57.6%	50.0%	70.0%	8
57.0	Dean, Extension	49.2%	44.3%	57.4%	4
58.0	Dean, Fine Arts	62.2%	54.7%	74.1%	13
59.0	Dean, Graduate Programs	76.8%	65.0%	83.6%	9
60.0	Dean, Health Related Professions	61.1%	54.6%	68.4%	11
62.0	Dean, Humanities	62.8%	53.5%	68.2%	21
64.0	Dean, Law	88.3%	61.4%	102.9%	3
65.0	Dean, Library and Information Sciences	52.1%	43.7%	71.1%	11
67.0	Dean, Music	55.0%	39.4%	58.0%	9
68.0	Dean, Nursing	65.5%	59.2%	74.5%	25
69.0	Dean, Occupation Studies/Vocational Education/Technology	61.5%	53.0%	67.7%	24
72.0	Dean, Sciences	60.6%	55.9%	67.7%	27
73.0	Dean, Social Sciences	60.1%	56.8%	66.3%	23
74.0	Dean, Social Work	50.9%	44.4%	74.0%	6
75.0	Dean, Special Programs	54.2%	41.1%	59.1%	4
76.0	Dean, Undergraduate Programs	50.0%	33.3%	70.0%	4

Table 70

INSTITUTIONS WITH BUDGETS $2.5-7.49-MILLION

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1979/80 BUDGET RANGE:** $2,500,000 thru $7,499,999. **CASES SELECTED:** 489.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	79.3%	71.8%	88.6%	103
4.0	Chief Academic Officer	77.3%	69.2%	85.3%	451
5.0	Chief Planning Officer	66.5%	57.1%	75.5%	80
6.0	Chief Business Officer	71.8%	62.5%	79.1%	445
7.0	Chief Budgeting Officer	52.5%	42.5%	62.1%	63
8.0	Chief Development Officer	63.5%	54.1%	72.8%	236
9.0	Chief Public Relations Officer	43.0%	35.7%	52.6%	260
10.0	Director, Alumni Affairs	35.7%	29.9%	45.4%	203
11.0	Chief Health Professions Officer	60.8%	43.2%	74.1%	30
13.0	Chief Student Affairs Officer	63.1%	52.8%	72.6%	449
14.0	Registrar	46.1%	37.5%	56.3%	393
15.0	Director, Admissions	50.8%	42.6%	58.0%	365
16.0	Director, Student Financial Aid	41.3%	35.5%	50.0%	427
17.0	Director, Student Placement	40.0%	33.1%	51.1%	289
18.0	Director, Student Counseling	49.3%	39.5%	58.8%	264
19.0	Director, Student Union	38.3%	30.5%	47.9%	176
20.0	Director, Student Health Services	33.6%	26.9%	44.0%	151
21.0	Director, Student Housing	34.4%	27.8%	41.1%	210
22.0	Director, Food Services	44.1%	38.0%	50.0%	105
23.0	Director, Physical Plant	48.5%	41.1%	54.8%	400
24.0	Director, Purchasing	38.1%	31.1%	45.9%	147
25.0	Director, Bookstore	30.9%	25.4%	37.0%	291
26.0	Director, Campus Security	33.5%	27.3%	41.4%	180
27.0	Director, Legal Services	51.6%	46.3%	62.5%	6
28.0	Director, Personnel/Human Resources	39.7%	32.3%	53.4%	107
29.0	Director, Affirmative Action/Equal Employment	47.4%	43.2%	55.3%	37
31.0	Director, Library Services	53.1%	44.3%	60.7%	452
32.0	Director, Computer Center	49.7%	39.6%	57.8%	272
33.0	Director, Information Systems	44.1%	37.5%	55.7%	27
34.0	Director, Information Office	39.5%	32.6%	47.5%	124
35.0	Director, Community Services	58.6%	48.5%	68.3%	123
36.0	Director, Institutional Research	54.1%	44.7%	63.6%	127
37.0	Comptroller	48.1%	40.3%	57.3%	235
38.0	Director, Athletics	53.9%	45.9%	63.0%	267
39.0	Director, Auxiliary Services	50.0%	42.1%	61.0%	45
40.0	Administrator, Grants and Contracts	53.0%	42.7%	62.5%	75
41.0	Chief Development and Public Relations Officer	65.9%	50.1%	79.9%	39
42.0	Chief Planning and Budget Officer	59.6%	50.0%	74.2%	23
43.0	Director, Admissions and Financial Aid	59.9%	50.6%	65.1%	39
44.0	Director, Housing and Food Services	50.8%	41.1%	55.6%	3
45.0	Director, Personnel and Affirmative Action	46.6%	37.7%	53.5%	73
46.0	Director, Development and Alumni Affairs	56.6%	48.7%	64.3%	29
48.0	Dean, Agriculture	67.0%	58.2%	75.3%	19
49.0	Dean, Arts and Letters	64.3%	56.6%	76.7%	33
50.0	Dean, Arts and Sciences	68.7%	61.2%	76.9%	57
51.0	Dean, Business	64.8%	58.2%	72.3%	154
52.0	Dean, Communications	61.8%	56.0%	66.3%	30
53.0	Dean, Continuing Education	56.7%	47.6%	66.6%	159
54.0	Dean, Dentistry	77.1%	42.6%	82.9%	4
55.0	Dean, Education	66.6%	55.7%	76.2%	94
56.0	Dean, Engineering	67.9%	61.4%	81.1%	22
57.0	Dean, Extension	65.5%	54.5%	70.1%	17
58.0	Dean, Fine Arts	62.7%	49.2%	69.7%	59
59.0	Dean, Graduate Programs	65.5%	55.8%	77.5%	34
60.0	Dean, Health Related Professions	65.3%	56.7%	70.4%	50
61.0	Dean, Home Economics	59.8%	50.7%	67.1%	14
62.0	Dean, Humanities	64.2%	55.2%	74.0%	85
63.0	Dean, Instruction	70.8%	65.4%	78.9%	13
65.0	Dean, Library and Information Sciences	52.7%	48.5%	61.4%	18
67.0	Dean, Music	59.2%	46.3%	67.5%	38
68.0	Dean, Nursing	62.6%	55.3%	69.1%	85
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.3%	61.8%	76.2%	94
72.0	Dean, Sciences	67.0%	58.7%	74.3%	120
73.0	Dean, Social Sciences	61.8%	52.4%	72.8%	106
74.0	Dean, Social Work	48.7%	47.1%	68.2%	9
75.0	Dean, Special Programs	60.5%	52.8%	68.5%	11
76.0	Dean, Undergraduate Programs	67.0%	62.6%	80.2%	6

Table 71
INSTITUTIONS WITH BUDGETS $7.5-29.9-MILLION

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified.
FTE-ENROLLMENT RANGE: Not specified. **1979/80 BUDGET RANGE:** $7,500,000 thru $29,999,999. **CASES SELECTED:** 408.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	80.7%	72.6%	86.0%	116
4.0	Chief Academic Officer	80.3%	73.5%	87.3%	365
5.0	Chief Planning Officer	68.8%	58.5%	78.3%	104
6.0	Chief Business Officer	75.0%	66.3%	81.6%	386
7.0	Chief Budgeting Officer	54.0%	48.3%	62.4%	148
8.0	Chief Development Officer	62.4%	54.1%	72.7%	207
9.0	Chief Public Relations Officer	47.5%	39.1%	59.4%	214
10.0	Director, Alumni Affairs	37.3%	31.1%	44.5%	232
11.0	Chief Health Professions Officer	67.2%	59.0%	76.7%	22
12.0	Administrator, Hospital Medical Center	68.8%	59.0%	74.0%	5
13.0	Chief Student Affairs Officer	67.8%	56.7%	76.1%	386
14.0	Registrar	46.9%	40.1%	56.8%	347
15.0	Director, Admissions	50.5%	43.1%	59.2%	318
16.0	Director, Student Financial Aid	43.3%	37.5%	49.8%	371
17.0	Director, Student Placement	40.8%	32.7%	49.1%	313
18.0	Director, Student Counseling	51.3%	40.1%	59.9%	300
19.0	Director, Student Union	42.4%	34.1%	51.7%	234
20.0	Director, Student Health Services	48.6%	31.6%	72.1%	205
21.0	Director, Student Housing	38.5%	30.8%	44.6%	221
22.0	Director, Food Services	43.3%	38.0%	48.4%	113
23.0	Director, Physical Plant	51.6%	44.7%	58.4%	375
24.0	Director, Purchasing	40.2%	34.1%	47.1%	277
25.0	Director, Bookstore	35.5%	29.1%	41.6%	255
26.0	Director, Campus Security	36.0%	29.7%	42.8%	314
27.0	Director, Legal Services	55.8%	47.9%	68.4%	35
28.0	Director, Personnel/Human Resources	46.0%	39.1%	55.6%	246
29.0	Director, Affirmative Action/Equal Employment	45.3%	36.4%	53.9%	140
30.0	Director, Employee Training	39.2%	37.1%	43.3%	13
31.0	Director, Library Services	57.2%	48.3%	65.3%	372
32.0	Director, Computer Center	52.8%	45.8%	60.3%	319
33.0	Director, Information Systems	50.9%	43.6%	59.2%	82
34.0	Director, Information Office	39.8%	33.3%	47.4%	165
35.0	Director, Community Services	56.6%	44.1%	68.9%	110
36.0	Director, Institutional Research	52.1%	45.1%	60.9%	192
37.0	Comptroller	52.3%	44.4%	58.5%	255
38.0	Director, Athletics	56.1%	47.6%	65.7%	293
39.0	Director, Auxiliary Services	48.5%	42.6%	57.8%	95
40.0	Administrator, Grants and Contracts	47.7%	38.4%	55.9%	148
41.0	Chief Development and Public Relations Officer	64.1%	59.4%	76.4%	63
42.0	Chief Planning and Budget Officer	71.1%	62.9%	79.2%	22
43.0	Director, Admissions and Financial Aid	54.6%	44.4%	63.5%	25
44.0	Director, Housing and Food Services	45.6%	35.6%	54.6%	12
45.0	Director, Personnel and Affirmative Action	48.5%	38.2%	59.0%	81
46.0	Director, Development and Alumni Affairs	48.8%	44.4%	63.2%	27
47.0	Dean, Architecture	54.9%	51.4%	74.4%	9
48.0	Dean, Agriculture	69.8%	63.5%	77.4%	28
49.0	Dean, Arts and Letters	74.6%	66.3%	78.2%	36
50.0	Dean, Arts and Sciences	72.1%	63.8%	77.9%	159
51.0	Dean, Business	71.3%	62.9%	78.0%	219
52.0	Dean, Communications	62.8%	53.4%	72.5%	48
53.0	Dean, Continuing Education	59.1%	48.3%	67.9%	176
54.0	Dean, Dentistry	73.7%	54.9%	78.3%	8
55.0	Dean, Education	71.8%	65.2%	77.7%	147
56.0	Dean, Engineering	67.5%	58.5%	77.7%	66
57.0	Dean, Extension	65.0%	58.3%	74.2%	33
58.0	Dean, Fine Arts	66.0%	58.7%	75.2%	71
59.0	Dean, Graduate Programs	69.4%	58.3%	76.8%	159
60.0	Dean, Health Related Professions	66.7%	57.2%	73.7%	76
61.0	Dean, Home Economics	63.3%	54.8%	75.5%	33
62.0	Dean, Humanities	67.0%	57.4%	74.6%	75
63.0	Dean, Instruction	65.7%	55.9%	78.5%	15
64.0	Dean, Law	88.2%	80.0%	94.7%	29
65.0	Dean, Library and Information Sciences	66.1%	58.1%	69.5%	23
66.0	Dean, Medicine	115.8%	110.3%	138.5%	10
67.0	Dean, Music	59.1%	52.6%	68.7%	52
68.0	Dean, Nursing	62.8%	54.4%	72.9%	103
69.0	Dean, Occupation Studies/Vocational Education/Technology	69.6%	64.1%	77.9%	82
70.0	Dean, Pharmacy	70.9%	64.4%	75.1%	13
71.0	Dean, Public Health	59.9%	34.8%	72.1%	3
72.0	Dean, Sciences	69.3%	61.1%	76.7%	103
73.0	Dean, Social Sciences	66.6%	57.1%	75.4%	85
74.0	Dean, Social Work	53.9%	47.2%	68.7%	22
75.0	Dean, Special Programs	68.8%	53.0%	76.8%	10
76.0	Dean, Undergraduate Programs	58.2%	50.0%	68.4%	27

Table 72
INSTITUTIONS WITH BUDGETS $30-MILLION OR MORE

MEASURE: % of Chief Executive Officer's salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** $30,000,000 or more. **CASES SELECTED:** 195.

POS	TITLE	MED	Q1	Q3	N
3.0	Executive Vice President	84.1%	74.7%	93.1%	74
4.0	Chief Academic Officer	84.8%	79.0%	90.9%	170
5.0	Chief Planning Officer	69.9%	58.5%	77.5%	74
6.0	Chief Business Officer	77.3%	69.5%	84.7%	178
7.0	Chief Budgeting Officer	54.1%	47.7%	61.6%	122
8.0	Chief Development Officer	63.6%	54.9%	71.4%	104
9.0	Chief Public Relations Officer	57.1%	49.1%	67.2%	112
10.0	Director, Alumni Affairs	44.0%	38.3%	50.4%	127
11.0	Chief Health Professions Officer	96.1%	77.4%	118.6%	43
12.0	Administrator, Hospital Medical Center	79.4%	60.2%	97.3%	37
13.0	Chief Student Affairs Officer	68.6%	58.7%	76.3%	166
14.0	Registrar	46.8%	40.6%	54.8%	148
15.0	Director, Admissions	49.1%	44.3%	56.6%	155
16.0	Director, Student Financial Aid	43.4%	37.8%	49.1%	172
17.0	Director, Student Placement	42.4%	35.6%	49.7%	148
18.0	Director, Student Counseling	50.4%	44.3%	58.7%	147
19.0	Director, Student Union	44.8%	36.5%	50.9%	118
20.0	Director, Student Health Services	68.3%	55.8%	80.7%	140
21.0	Director, Student Housing	42.4%	34.5%	51.2%	128
22.0	Director, Food Services	45.8%	40.6%	52.9%	83
23.0	Director, Physical Plant	55.9%	50.2%	62.8%	176
24.0	Director, Purchasing	43.9%	37.2%	50.7%	170
25.0	Director, Bookstore	40.8%	33.8%	46.3%	127
26.0	Director, Campus Security	42.5%	35.5%	50.4%	164
27.0	Director, Legal Services	60.6%	49.9%	69.2%	84
28.0	Director, Personnel/Human Resources	51.3%	45.5%	59.3%	172
29.0	Director, Affirmative Action/Equal Employment	44.1%	36.8%	52.8%	144
30.0	Director, Employee Training	34.2%	30.3%	41.9%	48
31.0	Director, Library Services	64.9%	56.1%	70.7%	167
32.0	Director, Computer Center	60.0%	53.3%	67.9%	148
33.0	Director, Information Systems	53.2%	46.1%	60.0%	85
34.0	Director, Information Office	44.5%	37.2%	50.9%	116
35.0	Director, Community Services	44.5%	38.8%	52.8%	42
36.0	Director, Institutional Research	54.5%	47.5%	64.7%	121
37.0	Comptroller	55.9%	49.4%	62.5%	144
38.0	Director, Athletics	63.1%	54.7%	71.7%	145
39.0	Director, Auxiliary Services	53.8%	47.6%	60.8%	73
40.0	Administrator, Grants and Contracts	51.2%	43.3%	60.7%	145
41.0	Chief Development and Public Relations Officer	75.5%	63.3%	82.1%	39
42.0	Chief Planning and Budget Officer	68.3%	56.6%	78.7%	34
43.0	Director, Admissions and Financial Aid	53.4%	41.5%	63.3%	20
44.0	Director, Housing and Food Services	50.8%	43.4%	57.5%	28
45.0	Director, Personnel and Affirmative Action	52.4%	47.7%	58.5%	12
46.0	Director, Development and Alumni Affairs	52.4%	49.0%	60.9%	15
47.0	Dean, Architecture	69.1%	63.9%	78.0%	46
48.0	Dean, Agriculture	80.3%	75.3%	84.6%	44
49.0	Dean, Arts and Letters	74.4%	67.7%	79.1%	21
50.0	Dean, Arts and Sciences	77.0%	69.1%	83.0%	113
51.0	Dean, Business	75.3%	70.0%	80.3%	139
52.0	Dean, Communications	66.7%	59.1%	72.6%	33
53.0	Dean, Continuing Education	62.5%	58.2%	71.2%	112
54.0	Dean, Dentistry	86.9%	77.8%	95.6%	34
55.0	Dean, Education	73.1%	66.4%	79.6%	131
56.0	Dean, Engineering	79.0%	68.4%	85.4%	103
57.0	Dean, Extension	73.1%	53.1%	79.4%	41
58.0	Dean, Fine Arts	71.4%	61.7%	76.9%	55
59.0	Dean, Graduate Programs	71.5%	64.7%	78.6%	126
60.0	Dean, Health Related Professions	67.7%	58.2%	75.3%	51
61.0	Dean, Home Economics	70.4%	62.0%	75.8%	37
62.0	Dean, Humanities	67.7%	63.7%	76.0%	28
63.0	Dean, Instruction	77.8%	75.0%	86.4%	6
64.0	Dean, Law	84.0%	78.7%	90.4%	65
65.0	Dean, Library and Information Sciences	64.8%	61.6%	73.0%	37
66.0	Dean, Medicine	105.0%	94.5%	122.8%	54
67.0	Dean, Music	65.4%	56.5%	73.1%	36
68.0	Dean, Nursing	68.2%	60.8%	75.8%	84
69.0	Dean, Occupation Studies/Vocational Education/Technology	68.2%	64.2%	71.9%	29
70.0	Dean, Pharmacy	75.2%	67.6%	80.9%	35
71.0	Dean, Public Health	80.9%	76.4%	96.9%	10
72.0	Dean, Sciences	75.8%	68.4%	81.7%	47
73.0	Dean, Social Sciences	69.8%	56.4%	79.6%	30
74.0	Dean, Social Work	69.1%	58.7%	73.5%	51
76.0	Dean, Undergraduate Programs	65.5%	59.6%	73.7%	23
77.0	Dean, Veterinary Medicine	81.4%	78.1%	82.9%	18

Table 73
INSTITUTIONS OF THE NORTHWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 83.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$48,342	$47,100	$53,151	4
2.0	Chief Executive Officer, Single Institution	$43,992	$36,616	$51,360	79
3.0	Executive Vice President	$37,700	$33,772	$42,000	23
4.0	Chief Academic Officer	$34,087	$29,000	$40,593	70
5.0	Chief Planning Officer	$30,000	$24,439	$37,500	20
6.0	Chief Business Officer	$32,500	$27,050	$38,714	71
7.0	Chief Budgeting Officer	$28,918	$25,263	$32,300	22
8.0	Chief Development Officer	$31,250	$23,565	$36,700	39
9.0	Chief Public Relations Officer	$23,000	$17,750	$30,338	36
10.0	Director, Alumni Affairs	$21,396	$16,535	$25,356	30
11.0	Chief Health Professions Officer	$38,126	$32,804	$58,750	5
12.0	Administrator, Hospital Medical Center	$57,000	$19,720	$57,028	3
13.0	Chief Student Affairs Officer	$30,075	$26,500	$35,280	74
14.0	Registrar	$24,000	$19,500	$27,671	64
15.0	Director, Admissions	$22,946	$18,800	$25,662	49
16.0	Director, Student Financial Aid	$21,217	$17,818	$24,396	68
17.0	Director, Student Placement	$21,360	$18,950	$24,498	41
18.0	Director, Student Counseling	$23,704	$20,000	$29,280	53
19.0	Director, Student Union	$22,965	$19,500	$25,896	40
20.0	Director, Student Health Services	$37,164	$16,595	$42,300	27
21.0	Director, Student Housing	$20,356	$15,873	$22,500	37
22.0	Director, Food Services	$19,998	$15,013	$23,800	27
23.0	Director, Physical Plant	$23,765	$19,759	$29,700	61
24.0	Director, Purchasing	$20,400	$17,585	$23,064	34
25.0	Director, Bookstore	$15,900	$11,564	$20,260	52
26.0	Director, Campus Security	$18,320	$15,000	$25,356	33
27.0	Director, Legal Services	$32,151	$31,900	$40,000	7
28.0	Director, Personnel/Human Resources	$28,000	$18,800	$30,337	29
29.0	Director, Affirmative Action/Equal Employment	$24,240	$21,029	$26,352	22
30.0	Director, Employee Training	$19,908	$19,908	$26,838	3
31.0	Director, Library Services	$26,000	$19,000	$31,800	67
32.0	Director, Computer Center	$25,500	$20,280	$31,484	44
33.0	Director, Information Systems	$26,500	$22,650	$30,226	13
34.0	Director, Information Office	$19,404	$16,020	$23,500	35
35.0	Director, Community Services	$25,745	$23,700	$29,219	16
36.0	Director, Institutional Research	$27,791	$22,152	$31,800	27
37.0	Comptroller	$26,250	$23,000	$30,012	40
38.0	Director, Athletics	$24,898	$20,992	$29,695	52
39.0	Director, Auxiliary Services	$25,885	$23,244	$30,408	18
40.0	Administrator, Grants and Contracts	$26,000	$19,000	$29,500	29
41.0	Chief Development and Public Relations Officer	$29,862	$25,760	$33,056	10
42.0	Chief Planning and Budget Officer	$40,000	$36,000	$41,200	7
43.0	Director, Admissions and Financial Aid	$23,775	$18,000	$28,974	8
44.0	Director, Housing and Food Services	$26,083	$24,273	$29,900	8
45.0	Director, Personnel and Affirmative Action	$22,500	$19,000	$27,250	11
46.0	Director, Development and Alumni Affairs	$21,000	$19,000	$27,200	8
47.0	Dean, Architecture	$45,000	$38,500	$46,000	3
48.0	Dean, Agriculture	$40,997	$39,000	$47,748	9
49.0	Dean, Arts and Letters	$27,706	$13,333	$32,400	4
50.0	Dean, Arts and Sciences	$36,889	$30,450	$41,800	20
51.0	Dean, Business	$35,500	$27,893	$40,560	34
52.0	Dean, Communications	$29,300	$22,120	$30,235	5
53.0	Dean, Continuing Education	$27,438	$24,005	$31,800	25
55.0	Dean, Education	$34,300	$31,400	$40,560	30
56.0	Dean, Engineering	$40,700	$36,200	$48,800	12
57.0	Dean, Extension	$37,284	$32,724	$46,500	10
58.0	Dean, Fine Arts	$26,100	$23,332	$38,500	13
59.0	Dean, Graduate Programs	$36,130	$31,636	$40,956	19
60.0	Dean, Health Related Professions	$33,883	$29,549	$39,000	10
61.0	Dean, Home Economics	$26,480	$26,100	$38,000	4
62.0	Dean, Humanities	$26,000	$22,080	$34,500	19
63.0	Dean, Instruction	$29,684	$28,524	$32,060	4
64.0	Dean, Law	$45,900	$43,742	$48,216	8
65.0	Dean, Library and Information Sciences	$30,500	$24,922	$31,800	5
66.0	Dean, Medicine	$57,000	$52,270	$61,000	4
67.0	Dean, Music	$22,140	$20,350	$28,350	9
68.0	Dean, Nursing	$31,690	$24,432	$36,000	17
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,790	$25,833	$32,160	25
70.0	Dean, Pharmacy	$35,528	$30,014	$42,684	4
72.0	Dean, Sciences	$32,725	$22,800	$34,956	20
73.0	Dean, Social Sciences	$26,000	$21,144	$35,700	15
74.0	Dean, Social Work	$40,350	$23,607	$42,505	5

Table 74
INSTITUTIONS OF THE WESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 102.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$56,570	$50,160	$62,925	9
2.0	Chief Executive Officer, Single Institution	$48,868	$41,892	$55,000	94
3.0	Executive Vice President	$41,316	$36,670	$46,536	40
4.0	Chief Academic Officer	$40,344	$33,600	$46,000	85
5.0	Chief Planning Officer	$40,464	$37,572	$41,316	21
6.0	Chief Business Officer	$37,500	$29,493	$41,316	84
7.0	Chief Budgeting Officer	$28,728	$23,820	$37,704	32
8.0	Chief Development Officer	$31,485	$25,500	$40,000	40
9.0	Chief Public Relations Officer	$21,696	$18,000	$29,549	48
10.0	Director, Alumni Affairs	$19,694	$17,244	$27,276	31
11.0	Chief Health Professions Officer	$33,660	$29,838	$53,052	10
12.0	Administrator, Hospital Medical Center	$36,000	$33,700	$38,106	3
13.0	Chief Student Affairs Officer	$36,660	$29,200	$41,316	80
14.0	Registrar	$22,620	$16,000	$28,584	67
15.0	Director, Admissions	$28,584	$20,700	$35,388	63
16.0	Director, Student Financial Aid	$26,208	$18,060	$31,416	78
17.0	Director, Student Placement	$23,500	$15,487	$32,400	49
18.0	Director, Student Counseling	$34,729	$22,245	$36,466	53
19.0	Director, Student Union	$31,364	$21,575	$32,940	18
20.0	Director, Student Health Services	$40,018	$23,340	$53,052	36
21.0	Director, Student Housing	$19,260	$14,010	$24,600	38
22.0	Director, Food Services	$19,400	$17,556	$29,352	29
23.0	Director, Physical Plant	$26,484	$21,126	$33,042	68
24.0	Director, Purchasing	$24,960	$19,764	$28,728	42
25.0	Director, Bookstore	$19,752	$14,000	$24,864	59
26.0	Director, Campus Security	$22,248	$16,318	$29,994	48
27.0	Director, Legal Services	$36,204	$28,728	$58,380	10
28.0	Director, Personnel/Human Resources	$30,120	$23,121	$35,000	46
29.0	Director, Affirmative Action/Equal Employment	$24,828	$21,144	$31,788	30
30.0	Director, Employee Training	$26,148	$24,295	$28,900	6
31.0	Director, Library Services	$32,004	$21,136	$37,466	79
32.0	Director, Computer Center	$30,264	$22,500	$35,277	48
33.0	Director, Information Systems	$36,500	$28,798	$38,472	13
34.0	Director, Information Office	$26,700	$19,454	$31,416	19
35.0	Director, Community Services	$34,000	$20,000	$37,406	23
36.0	Director, Institutional Research	$34,536	$25,068	$38,472	28
37.0	Comptroller	$30,000	$24,848	$34,704	38
38.0	Director, Athletics	$34,000	$29,184	$36,204	52
39.0	Director, Auxiliary Services	$34,137	$24,300	$36,396	16
40.0	Administrator, Grants and Contracts	$30,700	$25,142	$36,204	26
41.0	Chief Development and Public Relations Officer	$33,108	$20,779	$36,204	10
42.0	Chief Planning and Budget Officer	$39,157	$32,500	$52,400	9
43.0	Director, Admissions and Financial Aid	$15,500	$14,500	$34,500	8
44.0	Director, Housing and Food Services	$35,300	$31,400	$36,396	5
45.0	Director, Personnel and Affirmative Action	$27,800	$20,002	$34,000	14
46.0	Director, Development and Alumni Affairs	$27,276	$23,820	$29,970	5
47.0	Dean, Architecture	$41,316	$31,010	$44,500	6
48.0	Dean, Agriculture	$41,316	$36,257	$41,316	11
49.0	Dean, Arts and Letters	$37,572	$33,219	$41,316	14
50.0	Dean, Arts and Sciences	$41,316	$34,296	$42,200	15
51.0	Dean, Business	$38,000	$32,756	$41,316	42
52.0	Dean, Communications	$36,204	$29,164	$41,112	14
53.0	Dean, Continuing Education	$36,891	$23,960	$41,316	31
54.0	Dean, Dentistry	$38,000	$24,720	$53,600	4
55.0	Dean, Education	$41,316	$36,204	$41,316	27
56.0	Dean, Engineering	$41,316	$39,108	$42,120	20
57.0	Dean, Extension	$38,146	$36,204	$41,316	10
58.0	Dean, Fine Arts	$35,584	$28,368	$39,396	19
59.0	Dean, Graduate Programs	$37,600	$24,211	$41,316	26
60.0	Dean, Health Related Professions	$34,301	$31,067	$37,583	14
61.0	Dean, Home Economics	$34,301	$31,771	$34,949	5
62.0	Dean, Humanities	$36,259	$30,467	$41,316	24
63.0	Dean, Instruction	$41,316	$36,738	$42,213	4
64.0	Dean, Law	$50,290	$22,745	$55,008	12
65.0	Dean, Library and Information Sciences	$35,718	$29,867	$39,108	9
66.0	Dean, Medicine	$62,653	$52,900	$88,000	5
67.0	Dean, Music	$34,536	$27,193	$37,572	11
68.0	Dean, Nursing	$32,853	$26,688	$37,830	21
69.0	Dean, Occupation Studies/Vocational Education/Technology	$35,388	$30,863	$41,316	19
70.0	Dean, Pharmacy	$47,850	$27,804	$56,710	3
71.0	Dean, Public Health	$22,176	$15,664	$51,600	3
72.0	Dean, Sciences	$35,941	$32,579	$41,316	30
73.0	Dean, Social Sciences	$35,941	$27,867	$40,452	23
74.0	Dean, Social Work	$35,957	$34,000	$41,316	6
75.0	Dean, Special Programs	$32,000	$29,316	$33,863	3
76.0	Dean, Undergraduate Programs	$38,000	$32,100	$41,316	10

Table 75

INSTITUTIONS OF THE SOUTHWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 157.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$51,800	$45,368	$60,000	21
2.0	Chief Executive Officer, Single Institution	$42,500	$36,600	$53,000	141
3.0	Executive Vice President	$36,925	$31,000	$47,250	49
4.0	Chief Academic Officer	$32,770	$28,200	$41,544	132
5.0	Chief Planning Officer	$28,272	$25,126	$39,950	35
6.0	Chief Business Officer	$31,683	$26,100	$40,416	140
7.0	Chief Budgeting Officer	$29,200	$24,000	$31,600	46
8.0	Chief Development Officer	$27,708	$22,665	$35,088	64
9.0	Chief Public Relations Officer	$21,000	$17,000	$28,500	68
10.0	Director, Alumni Affairs	$18,000	$15,000	$23,000	54
11.0	Chief Health Professions Officer	$30,025	$29,103	$45,000	10
12.0	Administrator, Hospital Medical Center	$42,213	$25,740	$46,000	8
13.0	Chief Student Affairs Officer	$28,441	$23,340	$33,720	132
14.0	Registrar	$22,290	$17,400	$26,300	122
15.0	Director, Admissions	$22,000	$19,388	$27,450	87
16.0	Director, Student Financial Aid	$19,600	$15,596	$22,930	129
17.0	Director, Student Placement	$19,750	$16,802	$23,304	73
18.0	Director, Student Counseling	$21,640	$18,765	$26,292	96
19.0	Director, Student Union	$18,000	$14,875	$23,600	70
20.0	Director, Student Health Services	$19,680	$14,378	$37,225	62
21.0	Director, Student Housing	$18,000	$14,592	$22,000	61
22.0	Director, Food Services	$18,667	$15,000	$25,276	43
23.0	Director, Physical Plant	$23,010	$19,000	$27,144	135
24.0	Director, Purchasing	$20,568	$16,658	$24,700	79
25.0	Director, Bookstore	$16,276	$12,540	$20,340	105
26.0	Director, Campus Security	$16,668	$12,758	$23,175	97
27.0	Director, Legal Services	$29,000	$25,000	$40,000	19
28.0	Director, Personnel/Human Resources	$24,362	$19,800	$31,250	58
29.0	Director, Affirmative Action/Equal Employment	$23,800	$19,300	$27,200	41
30.0	Director, Employee Training	$19,400	$16,728	$26,325	11
31.0	Director, Library Services	$23,900	$18,793	$30,570	143
32.0	Director, Computer Center	$24,377	$20,500	$31,782	107
33.0	Director, Information Systems	$27,850	$15,300	$30,104	16
34.0	Director, Information Office	$19,000	$16,092	$23,275	69
35.0	Director, Community Services	$22,698	$18,758	$26,500	46
36.0	Director, Institutional Research	$24,717	$19,430	$31,048	50
37.0	Comptroller	$25,479	$20,251	$32,600	82
38.0	Director, Athletics	$25,738	$21,400	$31,932	85
39.0	Director, Auxiliary Services	$25,517	$21,430	$29,300	22
40.0	Administrator, Grants and Contracts	$26,871	$23,412	$33,500	40
41.0	Chief Development and Public Relations Officer	$30,500	$21,200	$45,800	19
42.0	Chief Planning and Budget Officer	$34,200	$28,000	$48,815	10
43.0	Director, Admissions and Financial Aid	$29,173	$22,440	$32,954	11
44.0	Director, Housing and Food Services	$25,100	$25,000	$33,500	6
45.0	Director, Personnel and Affirmative Action	$20,226	$16,500	$23,700	25
46.0	Director, Development and Alumni Affairs	$20,895	$17,500	$34,500	7
47.0	Dean, Architecture	$39,000	$37,200	$41,556	12
48.0	Dean, Agriculture	$34,500	$23,019	$44,600	17
49.0	Dean, Arts and Letters	$27,323	$22,479	$38,832	23
50.0	Dean, Arts and Sciences	$35,000	$29,566	$45,720	43
51.0	Dean, Business	$32,000	$25,959	$42,000	80
52.0	Dean, Communications	$27,791	$22,489	$33,552	20
53.0	Dean, Continuing Education	$31,840	$24,300	$36,000	48
54.0	Dean, Dentistry	$55,000	$49,000	$56,200	4
55.0	Dean, Education	$34,500	$27,795	$41,000	60
56.0	Dean, Engineering	$46,000	$42,270	$53,250	21
57.0	Dean, Extension	$23,501	$16,834	$28,200	5
58.0	Dean, Fine Arts	$34,000	$24,500	$38,636	33
59.0	Dean, Graduate Programs	$37,706	$32,000	$42,000	45
60.0	Dean, Health Related Professions	$31,000	$25,517	$41,855	19
61.0	Dean, Home Economics	$31,677	$20,934	$44,700	11
62.0	Dean, Humanities	$27,072	$22,821	$35,333	25
63.0	Dean, Instruction	$27,243	$26,728	$28,256	5
64.0	Dean, Law	$49,000	$45,000	$52,500	14
65.0	Dean, Library and Information Sciences	$34,600	$30,000	$43,500	7
66.0	Dean, Medicine	$68,300	$52,500	$74,000	8
67.0	Dean, Music	$29,500	$21,037	$40,000	20
68.0	Dean, Nursing	$26,607	$22,222	$41,000	38
69.0	Dean, Occupation Studies/Vocational Education/Technology	$28,928	$24,792	$33,000	33
70.0	Dean, Pharmacy	$39,750	$36,083	$48,000	8
72.0	Dean, Sciences	$26,971	$23,754	$35,000	46
73.0	Dean, Social Sciences	$24,993	$21,694	$32,580	34
74.0	Dean, Social Work	$36,000	$23,004	$40,796	7
75.0	Dean, Special Programs	$25,929	$24,608	$28,700	6
76.0	Dean, Undergraduate Programs	$27,200	$21,516	$39,000	6
77.0	Dean, Veterinary Medicine	$49,200	$46,860	$51,745	3

Table 76
INSTITUTIONS OF THE MIDWESTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 377.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$55,000	$46,640	$65,000	28
2.0	Chief Executive Officer, Single Institution	$41,880	$34,860	$51,000	345
3.0	Executive Vice President	$37,450	$29,500	$43,000	77
4.0	Chief Academic Officer	$33,843	$27,478	$41,000	335
5.0	Chief Planning Officer	$32,160	$27,756	$40,600	66
6.0	Chief Business Officer	$31,500	$25,000	$40,000	347
7.0	Chief Budgeting Officer	$29,984	$23,600	$35,580	70
8.0	Chief Development Officer	$28,000	$23,360	$34,700	178
9.0	Chief Public Relations Officer	$21,300	$16,255	$28,600	198
10.0	Director, Alumni Affairs	$17,800	$14,172	$22,810	169
11.0	Chief Health Professions Officer	$44,950	$29,000	$60,840	24
12.0	Administrator, Hospital Medical Center	$43,800	$29,334	$65,050	14
13.0	Chief Student Affairs Officer	$27,800	$22,000	$34,550	333
14.0	Registrar	$20,601	$15,850	$26,000	299
15.0	Director, Admissions	$22,450	$18,500	$27,250	276
16.0	Director, Student Financial Aid	$19,900	$15,540	$23,895	301
17.0	Director, Student Placement	$20,000	$15,851	$24,525	235
18.0	Director, Student Counseling	$23,650	$18,900	$27,936	213
19.0	Director, Student Union	$20,217	$15,000	$25,500	160
20.0	Director, Student Health Services	$20,000	$14,247	$40,386	138
21.0	Director, Student Housing	$17,795	$13,310	$23,130	161
22.0	Director, Food Services	$20,000	$17,250	$23,200	96
23.0	Director, Physical Plant	$22,250	$17,500	$28,341	307
24.0	Director, Purchasing	$20,220	$15,600	$25,440	175
25.0	Director, Bookstore	$15,027	$11,560	$20,265	201
26.0	Director, Campus Security	$18,740	$15,000	$23,112	155
27.0	Director, Legal Services	$35,000	$28,054	$43,355	37
28.0	Director, Personnel/Human Resources	$25,000	$19,800	$30,300	134
29.0	Director, Affirmative Action/Equal Employment	$24,500	$21,000	$28,750	82
30.0	Director, Employee Training	$20,960	$18,000	$25,500	18
31.0	Director, Library Services	$23,310	$17,800	$30,200	319
32.0	Director, Computer Center	$24,300	$20,000	$29,820	220
33.0	Director, Information Systems	$29,424	$25,301	$34,344	62
34.0	Director, Information Office	$19,800	$15,626	$25,569	133
35.0	Director, Community Services	$25,000	$20,697	$29,500	89
36.0	Director, Institutional Research	$26,750	$22,000	$31,200	129
37.0	Comptroller	$24,200	$19,200	$28,363	202
38.0	Director, Athletics	$26,497	$20,400	$32,000	214
39.0	Director, Auxiliary Services	$28,440	$23,194	$33,264	55
40.0	Administrator, Grants and Contracts	$25,018	$20,000	$30,996	96
41.0	Chief Development and Public Relations Officer	$30,000	$25,950	$40,000	38
42.0	Chief Planning and Budget Officer	$33,000	$25,000	$37,950	20
43.0	Director, Admissions and Financial Aid	$23,100	$18,500	$27,000	30
44.0	Director, Housing and Food Services	$30,698	$24,000	$34,000	9
45.0	Director, Personnel and Affirmative Action	$23,488	$17,500	$27,300	48
46.0	Director, Development and Alumni Affairs	$25,979	$23,110	$30,240	25
47.0	Dean, Architecture	$44,000	$42,000	$48,125	16
48.0	Dean, Agriculture	$32,751	$25,482	$46,500	25
49.0	Dean, Arts and Letters	$30,893	$26,920	$35,303	22
50.0	Dean, Arts and Sciences	$37,686	$32,342	$43,400	105
51.0	Dean, Business	$33,450	$27,000	$41,000	156
52.0	Dean, Communications	$27,360	$24,080	$35,700	34
53.0	Dean, Continuing Education	$27,500	$21,894	$35,625	134
54.0	Dean, Dentistry	$52,950	$51,000	$57,250	13
55.0	Dean, Education	$36,700	$28,349	$42,400	108
56.0	Dean, Engineering	$41,700	$30,664	$50,800	55
57.0	Dean, Extension	$31,986	$25,000	$38,472	27
58.0	Dean, Fine Arts	$34,700	$26,403	$41,200	55
59.0	Dean, Graduate Programs	$38,700	$34,600	$43,800	81
60.0	Dean, Health Related Professions	$32,090	$24,384	$37,500	57
61.0	Dean, Home Economics	$33,266	$23,052	$42,096	25
62.0	Dean, Humanities	$26,518	$24,027	$32,473	39
63.0	Dean, Instruction	$36,307	$28,174	$40,393	7
64.0	Dean, Law	$51,400	$46,190	$54,500	30
65.0	Dean, Library and Information Sciences	$32,028	$22,032	$37,300	30
66.0	Dean, Medicine	$65,000	$55,000	$70,000	20
67.0	Dean, Music	$28,813	$22,500	$36,500	38
68.0	Dean, Nursing	$29,000	$24,000	$36,300	86
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,466	$24,977	$33,900	68
70.0	Dean, Pharmacy	$45,200	$39,900	$50,000	18
71.0	Dean, Public Health	$52,500	$34,600	$63,729	3
72.0	Dean, Sciences	$28,164	$23,508	$33,900	61
73.0	Dean, Social Sciences	$27,000	$22,200	$31,536	52
74.0	Dean, Social Work	$39,500	$31,200	$46,000	20
75.0	Dean, Special Programs	$27,000	$16,533	$38,000	4
76.0	Dean, Undergraduate Programs	$35,000	$30,100	$41,405	9
77.0	Dean, Veterinary Medicine	$51,000	$49,750	$51,564	7

Table 77
INSTITUTIONS OF THE SOUTHERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 267.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$49,500	$44,461	$59,360	18
2.0	Chief Executive Officer, Single Institution	$43,100	$35,000	$50,459	240
3.0	Executive Vice President	$33,200	$28,500	$41,910	70
4.0	Chief Academic Officer	$32,522	$27,500	$40,953	243
5.0	Chief Planning Officer	$29,327	$25,500	$35,300	60
6.0	Chief Business Officer	$31,000	$24,405	$38,200	248
7.0	Chief Budgeting Officer	$26,000	$21,000	$31,284	78
8.0	Chief Development Officer	$26,724	$22,274	$32,208	142
9.0	Chief Public Relations Officer	$20,380	$16,000	$27,200	133
10.0	Director, Alumni Affairs	$17,340	$13,333	$20,880	132
11.0	Chief Health Professions Officer	$30,000	$19,999	$64,601	22
12.0	Administrator, Hospital Medical Center	$47,461	$37,960	$56,100	13
13.0	Chief Student Affairs Officer	$27,192	$21,372	$33,436	241
14.0	Registrar	$20,949	$16,000	$26,099	205
15.0	Director, Admissions	$20,176	$17,000	$24,100	189
16.0	Director, Student Financial Aid	$18,132	$14,892	$22,000	224
17.0	Director, Student Placement	$17,876	$14,420	$21,700	162
18.0	Director, Student Counseling	$21,893	$17,333	$25,380	154
19.0	Director, Student Union	$18,807	$14,880	$22,000	108
20.0	Director, Student Health Services	$19,800	$12,200	$38,000	104
21.0	Director, Student Housing	$17,150	$13,500	$20,886	112
22.0	Director, Food Services	$20,000	$15,810	$23,400	72
23.0	Director, Physical Plant	$21,400	$17,000	$26,166	212
24.0	Director, Purchasing	$19,000	$14,400	$23,200	139
25.0	Director, Bookstore	$14,153	$10,100	$18,300	175
26.0	Director, Campus Security	$16,188	$12,800	$21,500	145
27.0	Director, Legal Services	$30,000	$24,696	$34,999	33
28.0	Director, Personnel/Human Resources	$22,428	$18,400	$28,000	99
29.0	Director, Affirmative Action/Equal Employment	$22,707	$18,700	$27,950	59
30.0	Director, Employee Training	$18,000	$15,284	$20,500	15
31.0	Director, Library Services	$23,110	$18,324	$28,650	248
32.0	Director, Computer Center	$23,725	$20,000	$28,560	148
33.0	Director, Information Systems	$25,909	$23,238	$31,500	43
34.0	Director, Information Office	$19,455	$16,000	$23,184	85
35.0	Director, Community Services	$22,129	$18,204	$25,500	64
36.0	Director, Institutional Research	$25,320	$20,934	$29,250	104
37.0	Comptroller	$23,400	$18,000	$29,500	126
38.0	Director, Athletics	$24,168	$18,820	$29,750	146
39.0	Director, Auxiliary Services	$22,900	$19,376	$28,980	64
40.0	Administrator, Grants and Contracts	$24,660	$18,900	$29,600	82
41.0	Chief Development and Public Relations Officer	$25,000	$21,353	$36,500	34
42.0	Chief Planning and Budget Officer	$32,000	$23,400	$46,000	11
43.0	Director, Admissions and Financial Aid	$21,450	$17,000	$27,750	24
44.0	Director, Housing and Food Services	$25,145	$24,359	$25,956	5
45.0	Director, Personnel and Affirmative Action	$21,000	$17,952	$24,240	38
46.0	Director, Development and Alumni Affairs	$21,500	$16,778	$23,610	16
47.0	Dean, Architecture	$40,349	$37,152	$42,700	14
48.0	Dean, Agriculture	$36,760	$29,975	$45,000	21
49.0	Dean, Arts and Letters	$30,835	$24,680	$36,300	25
50.0	Dean, Arts and Sciences	$34,900	$28,500	$40,000	82
51.0	Dean, Business	$32,800	$25,000	$38,832	142
52.0	Dean, Communications	$29,532	$22,684	$33,508	31
53.0	Dean, Continuing Education	$26,393	$22,180	$32,400	112
54.0	Dean, Dentistry	$54,000	$33,170	$60,600	15
55.0	Dean, Education	$34,034	$30,308	$40,000	97
56.0	Dean, Engineering	$37,000	$25,743	$46,171	44
57.0	Dean, Extension	$29,960	$20,444	$34,008	16
58.0	Dean, Fine Arts	$30,442	$23,203	$33,550	49
59.0	Dean, Graduate Programs	$35,233	$31,000	$40,446	77
60.0	Dean, Health Related Professions	$28,592	$24,538	$35,798	48
61.0	Dean, Home Economics	$32,450	$26,020	$38,000	33
62.0	Dean, Humanities	$26,400	$22,093	$32,562	56
63.0	Dean, Instruction	$28,700	$21,834	$47,400	10
64.0	Dean, Law	$49,000	$48,000	$53,700	17
65.0	Dean, Library and Information Sciences	$30,000	$22,186	$35,000	25
66.0	Dean, Medicine	$70,000	$66,960	$75,280	17
67.0	Dean, Music	$28,787	$25,867	$32,876	38
68.0	Dean, Nursing	$32,122	$24,667	$41,000	75
69.0	Dean, Occupation Studies/Vocational Education/Technology	$27,413	$22,503	$33,556	56
70.0	Dean, Pharmacy	$42,265	$37,000	$47,800	12
71.0	Dean, Public Health	$42,905	$35,028	$63,600	5
72.0	Dean, Sciences	$29,000	$24,000	$35,000	77
73.0	Dean, Social Sciences	$26,599	$22,540	$31,437	65
74.0	Dean, Social Work	$31,486	$24,000	$42,000	31
75.0	Dean, Special Programs	$26,645	$23,897	$31,979	6
76.0	Dean, Undergraduate Programs	$31,640	$23,952	$36,150	14
77.0	Dean, Veterinary Medicine	$50,825	$50,800	$54,945	5

Table 78
INSTITUTIONS OF THE EASTERN CUPA REGION

MEASURE: Salary. **CLASSIFICATION(S):** Not specified. **SOURCE(S) OF SUPPORT:** Not specified. **FTE-ENROLLMENT RANGE:** Not specified. **1979/80 BUDGET RANGE:** Not specified. **CASES SELECTED:** 397.

POS	TITLE	MED	Q1	Q3	N
1.0	Chief Executive Officer, System	$50,000	$48,000	$56,800	24
2.0	Chief Executive Officer, Single Institution	$44,604	$38,000	$53,230	360
3.0	Executive Vice President	$38,542	$30,000	$46,000	104
4.0	Chief Academic Officer	$35,000	$29,000	$42,000	351
5.0	Chief Planning Officer	$32,000	$25,418	$38,520	85
6.0	Chief Business Officer	$31,400	$25,356	$40,500	345
7.0	Chief Budgeting Officer	$27,000	$22,600	$31,700	111
8.0	Chief Development Officer	$29,900	$24,000	$37,848	199
9.0	Chief Public Relations Officer	$20,500	$15,863	$27,900	212
10.0	Director, Alumni Affairs	$18,747	$14,480	$23,650	219
11.0	Chief Health Professions Officer	$43,000	$26,243	$58,300	32
12.0	Administrator, Hospital Medical Center	$57,240	$51,020	$66,242	10
13.0	Chief Student Affairs Officer	$28,500	$23,500	$34,775	348
14.0	Registrar	$21,101	$16,000	$25,600	346
15.0	Director, Admissions	$23,511	$19,375	$27,900	330
16.0	Director, Student Financial Aid	$18,810	$15,000	$22,650	343
17.0	Director, Student Placement	$18,891	$15,000	$22,050	276
18.0	Director, Student Counseling	$22,020	$17,000	$27,315	241
19.0	Director, Student Union	$19,889	$15,193	$24,611	165
20.0	Director, Student Health Services	$19,418	$14,000	$37,600	171
21.0	Director, Student Housing	$17,500	$14,000	$22,055	199
22.0	Director, Food Services	$21,482	$18,000	$27,900	104
23.0	Director, Physical Plant	$23,150	$18,990	$28,167	335
24.0	Director, Purchasing	$20,246	$16,463	$23,323	186
25.0	Director, Bookstore	$14,478	$11,600	$18,800	202
26.0	Director, Campus Security	$18,000	$14,300	$22,470	232
27.0	Director, Legal Services	$34,137	$27,500	$42,000	30
28.0	Director, Personnel/Human Resources	$23,800	$18,600	$31,500	188
29.0	Director, Affirmative Action/Equal Employment	$23,684	$18,700	$28,000	112
30.0	Director, Employee Training	$22,987	$18,500	$27,200	16
31.0	Director, Library Services	$24,900	$19,500	$30,595	358
32.0	Director, Computer Center	$25,125	$20,100	$31,030	234
33.0	Director, Information Systems	$28,209	$22,417	$35,349	69
34.0	Director, Information Office	$20,514	$16,000	$24,100	101
35.0	Director, Community Services	$24,041	$19,381	$29,000	79
36.0	Director, Institutional Research	$23,915	$19,080	$29,200	139
37.0	Comptroller	$24,000	$20,000	$30,000	231
38.0	Director, Athletics	$25,636	$19,881	$31,038	245
39.0	Director, Auxiliary Services	$25,400	$18,764	$31,000	60
40.0	Administrator, Grants and Contracts	$25,767	$20,040	$31,800	130
41.0	Chief Development and Public Relations Officer	$30,452	$25,148	$40,932	53
42.0	Chief Planning and Budget Officer	$35,018	$29,647	$40,857	27
43.0	Director, Admissions and Financial Aid	$23,050	$16,510	$33,600	31
44.0	Director, Housing and Food Services	$25,000	$17,120	$30,669	11
45.0	Director, Personnel and Affirmative Action	$20,000	$16,250	$27,885	50
46.0	Director, Development and Alumni Affairs	$22,725	$15,000	$29,160	20
47.0	Dean, Architecture	$44,000	$41,500	$48,000	10
48.0	Dean, Agriculture	$41,000	$30,712	$48,255	15
49.0	Dean, Arts and Letters	$27,160	$20,901	$39,500	22
50.0	Dean, Arts and Sciences	$37,000	$31,000	$43,800	94
51.0	Dean, Business	$33,591	$26,845	$38,855	128
52.0	Dean, Communications	$30,932	$25,280	$40,000	19
53.0	Dean, Continuing Education	$25,200	$20,000	$31,859	159
54.0	Dean, Dentistry	$56,500	$50,675	$63,000	14
55.0	Dean, Education	$33,000	$25,800	$39,095	87
56.0	Dean, Engineering	$38,797	$32,700	$47,950	60
57.0	Dean, Extension	$34,020	$28,761	$42,670	31
58.0	Dean, Fine Arts	$30,792	$23,772	$42,450	35
59.0	Dean, Graduate Programs	$37,060	$30,000	$43,255	93
60.0	Dean, Health Related Professions	$33,155	$26,861	$38,494	48
61.0	Dean, Home Economics	$38,048	$27,459	$44,350	11
62.0	Dean, Humanities	$27,200	$22,480	$35,111	56
63.0	Dean, Instruction	$27,000	$24,000	$35,400	8
64.0	Dean, Law	$52,300	$48,000	$58,500	27
65.0	Dean, Library and Information Sciences	$35,587	$17,900	$43,102	18
66.0	Dean, Medicine	$72,572	$64,114	$84,000	20
67.0	Dean, Music	$29,370	$18,100	$33,678	24
68.0	Dean, Nursing	$30,000	$23,924	$38,750	72
69.0	Dean, Occupation Studies/Vocational Education/Technology	$29,682	$22,110	$34,739	36
70.0	Dean, Pharmacy	$48,580	$45,580	$50,550	8
71.0	Dean, Public Health	$51,758	$34,680	$63,000	5
72.0	Dean, Sciences	$29,536	$23,000	$35,255	73
73.0	Dean, Social Sciences	$28,350	$24,120	$33,912	66
74.0	Dean, Social Work	$40,000	$28,000	$44,000	25
75.0	Dean, Special Programs	$22,403	$16,041	$31,232	8
76.0	Dean, Undergraduate Programs	$29,058	$25,000	$37,500	22
77.0	Dean, Veterinary Medicine	$57,000	$30,000	$61,000	4

APPENDIX A

Distribution of Salaries
All Institutions
Page 1

SALARY	1	2	3	4	5	6	7	8	9	10	11
$115,000 - $115,999		1									
$108,000 - $108,999		1									
$100,000 - $100,999											1
$98,000 - $98,999		1									
$95,000 - $95,999		2									
$94,000 - $94,999		1									
$92,000 - $92,999		1									
$91,000 - $91,999				1							1
$90,000 - $90,999		1	1								
$89,000 - $89,999		1									
$88,000 - $88,999		1									1
$87,000 - $87,999		1									
$86,000 - $86,999		2		1							1
$85,000 - $85,999											1
$83,000 - $83,999		1									
$82,000 - $82,999		2	1								1
$81,000 - $81,999											1
$80,000 - $80,999		1									
$79,000 - $79,999	1	3									1
$78,000 - $78,999	1		1								
$77,000 - $77,999		4		1		1					
$76,000 - $76,999	2	1		1							
$75,000 - $75,999	2	4			1			1			2
$74,000 - $74,999	1	1	1								
$73,000 - $73,999		2									1
$72,000 - $72,999		1		1							1
$71,000 - $71,999	3			1		1					
$70,000 - $70,999	4	8	2	2		1			1		1
$69,000 - $69,999	1	4	1	1				1			
$68,000 - $68,999	2	3	2								1
$67,000 - $67,999		11	1			1					1
$66,000 - $66,999	1	13		2							
$65,000 - $65,999	4	14	2	2				1			1
$64,000 - $64,999		7	1	3		2					2
$63,000 - $63,999	2	10	1					1	1		1
$62,000 - $62,999	1	7	3	3		1					2
$61,000 - $61,999	1	7	1	2		1			1		1
$60,000 - $60,999	4	33	2	4		2		2			2
$59,000 - $59,999	3	11	4	6				1			2
$58,000 - $58,999	2	12	1	6	1	2		1			2
$57,000 - $57,999	2	17		4		1	1	1			
$56,000 - $56,999	3	13	4	12		3		4			2
$55,000 - $55,999	6	31	1	6	1	4		2			2
$54,000 - $54,999	1	26	4	9	1	9	1				
$53,000 - $53,999	3	28	4	6	1	4	1	2			3
$52,000 - $52,999	2	31	3	15	4	12		2			2
$51,000 - $51,999	6	29	5	12	1	2		1	1		2
$50,000 - $50,999	5	45	3	12	3	8		3	3		1
$49,000 - $49,999	3	25	6	21	5	13	2	5	2		2
$48,000 - $48,999	8	44	6	17	5	20	2	1	1	3	1
$47,000 - $47,999	2	38	7	14	3	13	2	2	2		
$46,000 - $46,999	2	35	17	28	6	18	2	8			1
$45,000 - $45,999	6	41	4	20	3	26	3	10	4		1
$44,000 - $44,999	4	40	9	31	3	25	2	6			1
$43,000 - $43,999	2	59	9	25	12	33		7	2		2
$42,000 - $42,999		47	11	31	3	28		14	4	2	
$41,000 - $41,999	5	31	11	42	10	37	6	15	5		1
$40,000 - $40,999	2	70	14	37	8	36	3	12	10	2	2
$39,000 - $39,999		28	19	22	8	33	10	7	8	1	
$38,000 - $38,999	1	36	13	49	11	37	6	14	5	2	3
$37,000 - $37,999		45	17	45	8	31	9	13	4	2	
$36,000 - $36,999		41	10	38	8	47	8	13	7	2	1
$35,000 - $35,999	3	34	10	52	7	50	13	13	12	4	
$34,000 - $34,999	1	34	10	39	3	51	10	23	11	7	2
$33,000 - $33,999	1	26	14	41	10	26	7	27	8	8	2
$32,000 - $32,999		25	6	54	19	46	14	25	14	6	4
$31,000 - $31,999		23	14	51	10	37	21	30	15	10	2
$30,000 - $30,999		24	20	65	17	51	17	31	17	11	4
$29,000 - $29,999		17	11	48	8	36	23	18	17	7	5
$28,000 - $28,999		12	11	49	14	60	20	34	28	12	2
$27,000 - $27,999		18	6	38	17	46	15	35	18	12	2
$26,000 - $26,999		11	10	38	10	51	21	36	16	12	2
$25,000 - $25,999		17	10	49	10	44	17	32	26	17	2
$24,000 - $24,999	1	11	8	25	9	34	19	28	25	19	2
$23,000 - $23,999		4	5	29	6	28	18	24	22	24	3
$22,000 - $22,999		4	4	19	10	40	14	29	29	25	1
$21,000 - $21,999		5	4	14	1	34	10	24	37	28	1
$20,000 - $20,999		6	3	19	11	43	12	25	33	31	2
$19,000 - $19,999		1	5	10	7	23	8	20	36	44	2
$18,000 - $18,999		4	2	14	4	18	10	9	43	40	1
$17,000 - $17,999			1	9	2	10	7	7	37	37	1
$16,000 - $16,999		1	1	2	4	13	3	9	39	47	1
$15,000 - $15,999		1		3	1	8	10	8	29	44	2
$14,000 - $14,999		1	1	6		11	3	7	24	38	1
$13,000 - $13,999		1		2		4	5	8	31	33	1
$12,000 - $12,999			2	1		8	1	4	30	41	
$11,000 - $11,999		1	1	2		5	1	1	12	22	1
$10,000 - $10,999					1	1		1	11	16	
less than $10,000		5	2	4		5	2	4	14	26	2
N	104	1,259	363	1,216	287	1,235	359	662	695	635	103
Mean Salary	$54,079	$44,846	$38,149	$35,535	$33,145	$32,670	$28,322	$29,883	$22,909	$19,374	$43,392

Distribution of Salaries
All Institutions
Page 2

SALARY	12	13	14	15	16	17	18	19	20	21	22
$107,000 - $107,999	1										
$98,000 - $98,999						1					
$80,000 - $80,999	1										
$75,000 - $75,999									1		
$72,000 - $72,999	1						1		2		
$70,000 - $70,999									1		
$69,000 - $69,999	1										
$68,000 - $68,999	1										
$66,000 - $66,999	1								1		
$65,000 - $65,999	2										
$63,000 - $63,999		1									
$62,000 - $62,999	1								1		
$61,000 - $61,999	2										
$60,000 - $60,999	1								1		
$59,000 - $59,999	1								1		
$58,000 - $58,999	1	1									
$57,000 - $57,999	5								2		
$56,000 - $56,999	1										
$55,000 - $55,999	2								4		
$54,000 - $54,999									3		
$53,000 - $53,999	1	2							13		
$52,000 - $52,999		2							4		
$51,000 - $51,999	1	1							2		
$50,000 - $50,999		4					1		9		
$49,000 - $49,999	1	6							5		
$48,000 - $48,999		10		1		1	1		11		
$47,000 - $47,999	1	5		2					9		
$46,000 - $46,999	1	8							10		
$45,000 - $45,999	1	7		1					5		
$44,000 - $44,999		9					1	1	11		1
$43,000 - $43,999	1	15	1	2	1	3	3		8		
$42,000 - $42,999	2	14	2	1					14		
$41,000 - $41,999	1	36	2	2	1		7		6	1	
$40,000 - $40,999		27	1	1			5		12		
$39,000 - $39,999	1	27	2	1	1		1	2	2	1	
$38,000 - $38,999	1	26	3	6	1	1	7	2	12	1	1
$37,000 - $37,999	3	32	5	5			6	2	15	2	1
$36,000 - $36,999	1	35	9	12	7	7	16	4	15	3	4
$35,000 - $35,999		42	6	9	5	3	8	2	4	2	2
$34,000 - $34,999	1	37	14	9	4	3	12	1	4	2	1
$33,000 - $33,999	1	47	13	12	4	3	14	3	7	7	6
$32,000 - $32,999	1	50	16	24	5	10	16	11	7	6	6
$31,000 - $31,999		41	14	19	15	6	19	11	3	6	6
$30,000 - $30,999	1	57	32	33	15	11	28	14	2	4	9
$29,000 - $29,999	1	48	38	37	13	14	20	17	5	10	13
$28,000 - $28,999		50	35	43	32	20	27	11	8	11	8
$27,000 - $27,999		69	47	51	28	27	34	9	8	8	13
$26,000 - $26,999	2	40	50	46	36	22	40	22	7	10	9
$25,000 - $25,999	1	64	45	43	49	32	48	29	5	20	16
$24,000 - $24,999		50	47	55	43	26	33	25	7	21	12
$23,000 - $23,999		36	56	67	66	37	51	27	7	19	24
$22,000 - $22,999		46	61	50	55	50	48	28	8	25	14
$21,000 - $21,999		50	75	60	67	57	42	19	12	34	20
$20,000 - $20,999		49	57	71	84	49	49	42	10	38	32
$19,000 - $19,999	3	34	46	65	71	53	33	28	15	30	27
$18,000 - $18,999		31	64	68	75	60	46	33	13	34	28
$17,000 - $17,999	1	23	50	47	74	46	33	28	16	38	20
$16,000 - $16,999		14	52	38	71	57	39	29	22	30	17
$15,000 - $15,999		25	56	35	72	50	37	37	23	43	12
$14,000 - $14,999		12	49	23	64	53	26	31	34	47	15
$13,000 - $13,999		6	47	25	44	34	18	22	29	30	16
$12,000 - $12,999		7	42	12	51	44	17	22	26	36	8
$11,000 - $11,999	1	6	24	4	32	20	9	17	26	29	10
$10,000 - $10,999		4	23	6	30	15	3	15	21	30	2
less than $10,000		2	19	8	27	21	11	17	29	30	19
N	51	1,208	1,103	994	1,143	836	810	561	538	608	372
Mean Salary	$47,551	$29,203	$21,452	$23,142	$19,735	$19,945	$23,385	$20,433	$26,873	$18,494	$20,837

Distribution of Salaries
All Institutions
Page 3

SALARY	23	24	25	26	27	28	29	30	31	32	33
$95,000 - $95,999				1							
$78,000 - $78,999							1				
$66,000 - $66,999					1						
$62,000 - $62,999					2						
$61,000 - $61,999	1								1		
$59,000 - $59,999									1		
$58,000 - $58,999					1				1		
$57,000 - $57,999					2				1		
$55,000 - $55,999					1				1		
$54,000 - $54,999					1				1	1	
$52,000 - $52,999	1								1	1	
$51,000 - $51,999	1				2	3			1	1	
$50,000 - $50,999	1				2	3			1		
$49,000 - $49,999	1				2				3		1
$48,000 - $48,999	2								3	3	
$47,000 - $47,999	2				2	3	1	1	2	3	
$46,000 - $46,999	1				1			1	3	2	
$45,000 - $45,999	4		1		3	3	1		5	2	1
$44,000 - $44,999	5				2	1			7	5	3
$43,000 - $43,999	2	1			4	1			6	6	3
$42,000 - $42,999	3				4	4	2		6	8	1
$41,000 - $41,999	12			2	3	4	1		17	6	3
$40,000 - $40,999	4			2	7	6	1		13	10	2
$39,000 - $39,999	6	1	2	1	1	7			11	12	9
$38,000 - $38,999	7			1	5	7	2	1	21	9	5
$37,000 - $37,999	12	5		2	2	6	4		17	14	8
$36,000 - $36,999	11	4	1	1	7	6	8		19	10	4
$35,000 - $35,999	18	2			2	18	5		24	25	8
$34,000 - $34,999	12	3		3	9	10	4		25	18	7
$33,000 - $33,999	23	8	2	11	1	22	6		32	17	11
$32,000 - $32,999	31	9	3	7	6	17	9		38	16	12
$31,000 - $31,999	34	11	2	10	6	15	11	1	39	32	5
$30,000 - $30,999	32	7	7	8	5	25	9	2	47	25	8
$29,000 - $29,999	30	18	9	8	5	15	13		31	29	9
$28,000 - $28,999	35	18	3	12	6	26	12	2	31	30	13
$27,000 - $27,999	47	15	13	14	5	19	23	4	33	38	14
$26,000 - $26,999	44	25	11	13	3	15	15	6	61	43	11
$25,000 - $25,999	62	25	17	23	8	27	20	3	58	36	11
$24,000 - $24,999	65	31	18	29	5	28	26	3	65	37	8
$23,000 - $23,999	47	31	24	24	3	29	26	6	56	44	9
$22,000 - $22,999	57	39	25	35	3	34	17	3	50	50	6
$21,000 - $21,999	60	43	24	33		20	20		52	35	7
$20,000 - $20,999	78	36	46	31	1	21	17	7	47	52	5
$19,000 - $19,999	53	49	20	38	3	30	16	8	69	31	6
$18,000 - $18,999	60	48	38	54	4	22	16	5	61	34	7
$17,000 - $17,999	48	28	40	39	1	18	17	5	56	21	2
$16,000 - $16,999	45	38	53	49	1	12	12	3	48	22	5
$15,000 - $15,999	56	40	48	49		18	11	4	53	24	3
$14,000 - $14,999	35	28	50	36	1	11	3	1	29	11	4
$13,000 - $13,999	28	20	55	40	1	16	5	2	18	11	1
$12,000 - $12,999	21	15	58	40		11	5		24	7	1
$11,000 - $11,999	8	22	59	40	1	10			8	7	1
$10,000 - $10,999	5	13	52	24		6	2	1	5	7	
less than $10,000	8	22	113	30	1	5	5		12	6	2
N	1,118	655	794	710	136	554	346	69	1,214	801	216
Mean Salary	$23,850	$20,585	$16,095	$18,986	$33,970	$25,259	$24,403	$22,408	$25,269	$25,899	$28,599

Distribution of Salaries
All Institutions
Page 4

SALARY	34	35	36	37	38	39	40	41	42	43	44
$84,000 - $84,999								1			
$65,000 - $65,999								1			
$64,000 - $64,999			1		1			1			
$63,000 - $63,999							1				
$61,000 - $61,999								1			
$60,000 - $60,999								1	1		
$59,000 - $59,999								1	1		
$58,000 - $58,999				1							
$57,000 - $57,999								1			
$56,000 - $56,999	1						1				
$55,000 - $55,999							1	1			
$54,000 - $54,999				1	2			2	2		
$53,000 - $53,999	1		1		1						
$52,000 - $52,999				1	1				3	1	1
$51,000 - $51,999				1		1	2				
$50,000 - $50,999				1	3			2	1		
$49,000 - $49,999			1	2	2	1		1			
$48,000 - $48,999			2	1	4		1	2	1		
$47,000 - $47,999		1	1	2	2	1		3	2		
$46,000 - $46,999			1	2	3	2		3	4		
$45,000 - $45,999			2		12	2	2	4			
$44,000 - $44,999	1		1	2	1		1	3	1	1	
$43,000 - $43,999			2	1	3	1	4		1		
$42,000 - $42,999		3	4	5	8	1	4	2	1	2	
$41,000 - $41,999	3	3	2	7	4	1	6	4	3		1
$40,000 - $40,999		2	4	8	11	1	5	5	5	2	
$39,000 - $39,999	2	2	5	10	6	2	4	4	3	1	
$38,000 - $38,999	1	4	11	10	13	6	6	2	2		
$37,000 - $37,999	1	12	9	6	10	8	5	5	4	1	1
$36,000 - $36,999	2	6	12	10	20	8	8	5	6		3
$35,000 - $35,999	3	3	7	14	15	4	8	6	1	3	2
$34,000 - $34,999	2	8	8	18	22	2	9	2	5	4	1
$33,000 - $33,999	10	5	11	18	23	5	15	7	3	3	2
$32,000 - $32,999	6	7	19	19	29	3	14	6	4	2	1
$31,000 - $31,999	5	9	17	15	30	12	8	4	2		2
$30,000 - $30,999	14	4	19	30	33	16	19	8	4	7	3
$29,000 - $29,999	5	13	18	24	35	12	21	8	2	7	3
$28,000 - $28,999	9	4	19	42	27	11	13	4	1	3	1
$27,000 - $27,999	14	11	26	36	44	9	15	9	1	4	1
$26,000 - $26,999	11	22	28	39	32	8	26	1	3	4	1
$25,000 - $25,999	19	21	30	28	43	17	25	7	1	4	8
$24,000 - $24,999	16	22	23	34	38	9	15	4		1	4
$23,000 - $23,999	17	22	25	42	43	14	19	6	2	11	1
$22,000 - $22,999	16	24	27	35	34	14	13	4	1	3	
$21,000 - $21,999	27	16	20	36	27	9	16	4	2	8	2
$20,000 - $20,999	31	14	23	32	28	7	20	5	2	4	1
$19,000 - $19,999	27	16	21	35	30	12	17	3	3	3	1
$18,000 - $18,999	26	10	17	23	38	4	19	4	3	5	
$17,000 - $17,999	31	12	21	29	16	8	12	2	1	4	1
$16,000 - $16,999	31	14	7	20	17	5	10	2	1	3	1
$15,000 - $15,999	26	7	10	19	21	5	10	3	1	7	1
$14,000 - $14,999	20	1	9	23	17	2	11	3		3	1
$13,000 - $13,999	19	5	5	10	11	6	8	1		1	
$12,000 - $12,999	17	5	4	11	11	3	6	1		3	
$11,000 - $11,999	16	2		6	6	1				2	
$10,000 - $10,999	6	2	2	7	7	2	2	1		2	
less than $10,000	6	5	2	3	10		1	4		3	
N	442	317	477	719	794	235	403	164	84	112	44
Mean Salary	$20,864	$24,827	$26,396	$25,400	$26,573	$26,684	$26,424	$32,054	$34,985	$24,122	$28,129

Distribution of Salaries
All Institutions
Page 5

SALARY	45	46	47	48	49	50	51	52	53	54	55
$87,000 - $87,999										1	
$72,000 - $72,999						1					
$70,000 - $70,999							1				
$68,000 - $68,999						1	1			3	
$67,000 - $67,999						1					
$66,000 - $66,999							1			2	
$65,000 - $65,999											1
$64,000 - $64,999								1		1	
$63,000 - $63,999							1			1	
$62,000 - $62,999						2				2	
$60,000 - $60,999				1			1			2	1
$59,000 - $59,999	1						1				
$58,000 - $58,999						4	2			1	
$57,000 - $57,999				1						5	
$56,000 - $56,999				1	1		1			5	
$55,000 - $55,999				3		3	3		2	2	
$54,000 - $54,999				3		2	1		1	2	3
$53,000 - $53,999				2		4	5			3	1
$52,000 - $52,999		1	1	1	1	4	5		1	3	1
$51,000 - $51,999			1	3		2	3	1		2	3
$50,000 - $50,999			3	2		11	11	1	3	2	5
$49,000 - $49,999			1	2	1	4	6			2	2
$48,000 - $48,999			4	3		8	9	1	3		4
$47,000 - $47,999	1	1	2	2		9	8	1	3		9
$46,000 - $46,999	1		5	3	1	11	12	1	2		13
$45,000 - $45,999			3	1	2	3	21	1	3	3	11
$44,000 - $44,999			4	3	1	4	11	2	4		10
$43,000 - $43,999			1	1	1	9	12	1	6		10
$42,000 - $42,999	1	1	7	1	2	12	13	5	6		17
$41,000 - $41,999	1	1	6	8	7	13	16	3	14		22
$40,000 - $40,999	1	1	4	2	3	17	17	5	11	1	16
$39,000 - $39,999		1	2	4	5	17	15	4	8		17
$38,000 - $38,999			1	1	1	21	17	2	11	1	21
$37,000 - $37,999			6	2	6	14	19	2	10		13
$36,000 - $36,999	1	1		7	5	16	27	2	13		13
$35,000 - $35,999	4		1	3	10	15	27	5	16		18
$34,000 - $34,999	2	2		1	3	11	20	3	13		21
$33,000 - $33,999	3	4			4	20	27	5	16	1	18
$32,000 - $32,999	6	1		2	2	22	26	4	20		15
$31,000 - $31,999	7	2	1	4	2	8	17	1	25	1	10
$30,000 - $30,999	3	3		5	4	13	18	7	20	1	13
$29,000 - $29,999	3	7		1	1	7	12	7	16	1	7
$28,000 - $28,999	5	2	3	2	3	9	18	6	17		14
$27,000 - $27,999	8	5	1	1	3	10	26	7	24		9
$26,000 - $26,999	7	1	1	3	4	7	21	7	18		12
$25,000 - $25,999	8	4	1	5	5	8	20	8	23		10
$24,000 - $24,999	10	1	1		6	11	18	3	28	1	11
$23,000 - $23,999	12	6		3	2	4	15	3	29		10
$22,000 - $22,999	11	4		2	4	4	11	6	16	2	7
$21,000 - $21,999	6	6		1	3	6	12	5	21		5
$20,000 - $20,999	11	5		3	4	8	17	4	22		8
$19,000 - $19,999	13	4			2	2	11	5	15		5
$18,000 - $18,999	8	1	1	1	4		8	2	17		11
$17,000 - $17,999	10	3		2	1		3		13	1	6
$16,000 - $16,999	15	3		1	1	1	3		13		1
$15,000 - $15,999	7	3		1	2		4	2	5		2
$14,000 - $14,999	5	2					2		5		
$13,000 - $13,999	11	1			2		2		5		3
$12,000 - $12,999	3	1			1		3		4		
$11,000 - $11,999	1										
$10,000 - $10,999									3		
less than $10,000		3					1		4		
N	186	81	61	98	110	359	582	123	509	52	409
Mean Salary	$23,007	$24,971	$40,986	$37,622	$31,272	$37,123	$34,114	$31,025	$28,349	$51,803	$34,728

Distribution of Salaries
All Institutions
Page 6

SALARY	56	57	58	59	60	61	62	63	64	65	66
$100,000 - $100,999											1
$98,000 - $98,999											1
$95,000 - $95,999											1
$89,000 - $89,999											2
$88,000 - $88,999											3
$86,000 - $86,999											1
$85,000 - $85,999											1
$84,000 - $84,999											1
$83,000 - $83,999											1
$82,000 - $82,999											1
$80,000 - $80,999											1
$79,000 - $79,999											1
$78,000 - $78,999											1
$77,000 - $77,999											1
$76,000 - $76,999											1
$75,000 - $75,999											4
$74,000 - $74,999											1
$73,000 - $73,999											1
$72,000 - $72,999											3
$71,000 - $71,999											2
$70,000 - $70,999									1		5
$69,000 - $69,999											3
$68,000 - $68,999	1								1		4
$67,000 - $67,999	1										1
$66,000 - $66,999									1		4
$65,000 - $65,999	2								1		3
$64,000 - $64,999				1					1		2
$63,000 - $63,999				1					1		1
$62,000 - $62,999	2								2		2
$61,000 - $61,999	1			1							2
$60,000 - $60,999	1								4		3
$59,000 - $59,999	1			3					2		
$58,000 - $58,999	3		1	4			1	1	3		1
$57,000 - $57,999	3	1		2					4		1
$56,000 - $56,999	2								2		
$55,000 - $55,999	3	1	2	1	1		2		3		3
$54,000 - $54,999	2			1	3		1		4		
$53,000 - $53,999	5			3					5		
$52,000 - $52,999	6	1		2				1	6		3
$51,000 - $51,999	5	1		6		1			6		
$50,000 - $50,999	5	1	1	1		2	2		12	1	2
$49,000 - $49,999	6	3	1	4		2	1	1	5	1	
$48,000 - $48,999	9	1	2	5	4	2			11	2	
$47,000 - $47,999	5	3	1	4	1	1	2	1	4	2	
$46,000 - $46,999	5	2	4	4	6		3		4	2	
$45,000 - $45,999	7		3	11	3	2	2		4	1	
$44,000 - $44,999	4	2	2	13	2	6	1		4		1
$43,000 - $43,999	6	1	12	14	5	1	3	1	3	3	
$42,000 - $42,999	13	3	3	12	6	2		2	4	1	
$41,000 - $41,999	15	2	6	13	4	2	7	1	1	2	
$40,000 - $40,999	6	1	6	18	5	6	5	2	1	2	
$39,000 - $39,999	7	2	6	18	4	2	6			3	
$38,000 - $38,999	6	8	8	13	7	6	4			2	
$37,000 - $37,999	8	4	7	14	5	1	4	1		3	
$36,000 - $36,999	8	2	8	20	8	2	6	3	1	3	
$35,000 - $35,999	2	3	6	23	10	2	10	1	1	8	
$34,000 - $34,999	6	7	8	16	7	3	5	1		3	
$33,000 - $33,999	4	3	9	9	11	4	5	1		4	
$32,000 - $32,999	4	3	7	14	11	3	11	2		6	
$31,000 - $31,999	1	2	9	7	6	5	6			3	1
$30,000 - $30,999	7	5	6	11	3	1	5		1	4	
$29,000 - $29,999	2	6	2	10	10	1	7	3		2	
$28,000 - $28,999	4	5	11	11	12	2	8	4	1	1	1
$27,000 - $27,999	5	2	6	9	8	3	11	3		1	
$26,000 - $26,999	2	1	6	5	5	3	13	1		1	
$25,000 - $25,999	5	1	7	5	6	2	15	1		3	1
$24,000 - $24,999	4	3	12	4	7	4	11	2		1	
$23,000 - $23,999	5	2	7	5	9	4	9			1	
$22,000 - $22,999	3	3	5	6	4		10		2	4	1
$21,000 - $21,999	2		5	2	5	2	8	2		1	
$20,000 - $20,999	2	3	3	6	5	4	8	3	1	2	
$19,000 - $19,999	3		2	1	3	1	7			4	
$18,000 - $18,999	1	5	6	1	2		7			2	
$17,000 - $17,999		2	4	1	3	3	3		1	4	
$16,000 - $16,999		3	1			1	4			4	
$15,000 - $15,999	1		2	1	1	2	1			1	
$14,000 - $14,999			1	3			2			1	
$13,000 - $13,999		1	3		1					1	
$12,000 - $12,999	1		1	1		1	1			1	
$11,000 - $11,999					1		1			1	
$10,000 - $10,999			1		2					1	
less than $10,000			1	1			1			1	
N	212	99	204	341	196	89	219	38	108	94	74
Mean Salary	$40,611	$33,448	$31,847	$36,993	$32,327	$33,293	$29,530	$33,197	$49,825	$30,499	$67,986

Distribution of Salaries
All Institutions
Page 7

SALARY	67	68	69	70	71	72	73	74	75	76	77
$86,000 - $86,999						1					
$77,000 - $77,999					1						
$72,000 - $72,999					1						
$71,000 - $71,999	1										
$70,000 - $70,999						1					
$67,000 - $67,999						1					
$66,000 - $66,999											1
$65,000 - $65,999					1						
$64,000 - $64,999				1							
$63,000 - $63,999					3						
$62,000 - $62,999								1			
$61,000 - $61,999											1
$60,000 - $60,999	1										
$59,000 - $59,999										1	
$58,000 - $58,999						1					
$57,000 - $57,999						3					1
$56,000 - $56,999		1		2			1				
$55,000 - $55,999		2		1		2		1			3
$54,000 - $54,999		1									1
$53,000 - $53,999		1		2				1			
$52,000 - $52,999	1	2		1	1	1	1				
$51,000 - $51,999				1	2	3		1			4
$50,000 - $50,999		2		3		2	2	1			3
$49,000 - $49,999	1	4	1	4		3		1			2
$48,000 - $48,999	1	3		5		2	1	2			
$47,000 - $47,999	2	3	1	5		2		2			1
$46,000 - $46,999	1	2		1		3	3	3		2	1
$45,000 - $45,999	2	8	2	2		3	4	3			
$44,000 - $44,999		4	1	4		4	2	6	1		
$43,000 - $43,999	1	10	2				3	3		2	
$42,000 - $42,999	6	11	2	2	1	7	1	5		2	1
$41,000 - $41,999	4	8	6	1		8	5	5		3	
$40,000 - $40,999	4	5	2	1		6	6	3	1	2	
$39,000 - $39,999	1	8	6	3		6	6	2		3	
$38,000 - $38,999	3	6	4	2		5	3	3	2	2	
$37,000 - $37,999	3	6	8	3		3	4			2	
$36,000 - $36,999	4	11	8	3		6	3	2	2	3	
$35,000 - $35,999	3	8	10	1	2	15	8	7		4	
$34,000 - $34,999	4	8	13		2	11	6	2		1	
$33,000 - $33,999	5	12	9	2		15	7	2	1	3	
$32,000 - $32,999	4	15	8			16	9	3	1	4	
$31,000 - $31,999	7	4	9			9	9	4	2	3	
$30,000 - $30,999	2	12	15	1		11	12		1	3	1
$29,000 - $29,999	11	10	23			12	14		1	1	
$28,000 - $28,999	9	5	11			17	9	3	1	3	
$27,000 - $27,999	7	13	16	1		11	14	3	1	2	1
$26,000 - $26,999	5	17	4			13	11	2	2	2	1
$25,000 - $25,999	5	15	14			13	11	3	1	2	
$24,000 - $24,999	3	17	15			15	18	4	2	3	
$23,000 - $23,999	6	19	9		1	16	10	2	1	4	
$22,000 - $22,999	4	16	8		1	13	19		1	1	
$21,000 - $21,999	3	8	6			10	14	6		2	
$20,000 - $20,999	4	10	9			12	5			1	
$19,000 - $19,999	2	5	3			7	12		1	1	
$18,000 - $18,999	4	3	4			10	9	1	1		
$17,000 - $17,999	4	7	5			3	6	1		1	
$16,000 - $16,999	3	3				1	1		3		
$15,000 - $15,999	3		1		1	3	4	1	1		
$14,000 - $14,999	2	1									
$13,000 - $13,999	3	2	1				1	1			
$12,000 - $12,999				1			1				
$11,000 - $11,999		1									
$10,000 - $10,999	1							2			
less than $10,000			1			1		2			
N	140	309	237	53	17	307	255	94	27	63	22
Mean Salary	$30,058	$31,501	$29,660	$44,201	$47,305	$31,243	$28,683	$34,755	$27,959	$32,680	$49,085

Responding Institutions
All Institutions
Page 1

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Abilene Christian University	003537	Univ	Private	Main	TX
Academy of the New Church College	003228	4-yr	Private		PA
Adams State College	001345	4-yr	Public		CO
Aiken Technical College	003417	2-yr	Public		SC
Alabama A&M University	001002	Univ	Public		AL
Alabama Christian College	001003	4-yr	Private		AL
Alabama State University	001005	Univ	Public		AL
Albany College of Pharmacy	002885	Other	Private		NY
Albany Junior College	001543	2-yr	Public		GA
Albany Medical College	002887	Other	Private		NY
Albany State College	001542	4-yr	Public		GA
Albert Einstein College of Medicine	900016	Other	Private		NY
Albertus Magnus College	001374	4-yr	Private		CT
Albion College	002235	4-yr	Private		MI
Alcorn State University	002396	Univ	Public		MS
Alderson-Broaddus College	003806	4-yr	Private		WV
Alexander City State Junior College	001007	2-yr	Public		AL
Alfred University	002668	Univ	Private		NY
Allan Hancock College	001111	2-yr	Public		CA
Allegany Community College	002057	2-yr	Public		MD
Allentown College of Saint Francis De Sales	003986	4-yr	Private		PA
Alliance College	003232	4-yr	Private		PA
Alma College	002236	4-yr	Private		MI
Alpena Community College	002237	2-yr	Public	Campus	MI
Alvernia College	003233	4-yr	Private		PA
Alverno College	003832	4-yr	Private		WI
Alvin Community College	003539	2-yr	Public		TX
Amarillo College	003540	2-yr	Public		TX
American Baptist Theological Seminary	010460	4-yr	Private		TN
American College in Paris	900037	4-yr	Private		
American Graduate School of International Management	001070	Other	Private		AZ
American Samoa Community College	010010	2-yr	Public		
American Technological University	011854	Other	Private		TX
American University	001434	Univ	Private		DC
Amherst College	002115	4-yr	Private		MA
Anchorage Community College	001064	2-yr	Public	Campus	AK
Anderson College	001785	4-yr	Private		IN
Anderson College	003418	2-yr	Private		SC
Andover College	900033	2-yr	Private		ME
Andover Newton Theological School	002116	Other	Private		MA
Angelo State University	003541	Univ	Public		TX
Anna Maria College	002117	Other	Private		MA
Annhurst College	001375	4-yr	Private		CT
Appalachian Bible College	007754	4-yr	Private		WV
Appalachian State University	002906	Univ	Public	Campus	NC
Aquinas College	002239	4-yr	Private		MI
Aquinas Institute of Theology	001632	Other	Private		IA
Arapahoe Community College	001346	2-yr	Public		CO
Arizona State University	001081	Univ	Public		AZ
Arizona Western College	001071	2-yr	Public		AZ
Arkansas College	001088	4-yr	Private		AR
Arkansas State University	001090	Univ	Public	Main	AR
Arkansas Tech University	001089	Univ	Public		AR
Art Center College of Design	001116	4-yr	Private		CA
Arthur A. Little Management Education Institute	029021	Other	Private		MA
Asbury Theological Seminary	001953	Other	Private		KY
Ashland College	003012	4-yr	Private		OH
Assumption College	002118	4-yr	Private		MA
Atlanta College of Art	001549	4-yr	Private		GA
Atlantic Christian College	002908	4-yr	Private		NC
Atlantic Community College	002596	2-yr	Public		NJ
Atlantic Junior College	012165	2-yr	Public		GA
Atlantic Union College	002119	4-yr	Private		MA
Augsburg College	002334	4-yr	Private		MN
Augusta College	001552	4-yr	Public	Campus	GA
Augustana College	001633	4-yr	Private		IL
Aurora College	001634	4-yr	Private		IL
Austin College	003543	4-yr	Private		TX
Austin Community College	002335	2-yr	Public	Campus	MN
Austin Peay State University	003478	Univ	Public		TN
Avila College	002449	4-yr	Private		MO
Babson College	002121	4-yr	Private		MA
Bacone College	003147	2-yr	Private		OK
Baker Junior College of Business	900042	2-yr	Private		MI
Bakersfield College	001118	2-yr	Public		CA
Ball State University	001786	Univ	Public		IN
Bangor Theological Seminary	002035	Other	Private		ME

Responding Institutions
All Institutions
Page 2

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Baptist College at Charleston	003419	4-yr	Private		SC
Barat College	001635	4-yr	Private		IL
Bard College	002671	4-yr	Private		NY
Barnard College	002708	4-yr	Private		NY
Barry College	001466	4-yr	Private		FL
Bates College	002036	4-yr	Private		ME
Bay Path Junior College	002122	2-yr	Private		MA
Baylor College of Dentistry	004948	Other	Private		TX
Beaver College	003235	4-yr	Private		PA
Becker Junior College	002123	2-yr	Private	Campus	MA
Bellarmine College	001954	4-yr	Private		KY
Belleville Area College	001636	2-yr	Public		IL
Bellevue College	009743	4-yr	Private		NE
Bellevue Community College	003769	2-yr	Public		WA
Belmont Technical College	009941	2-yr	Public		OH
Bemidji State University	002336	Univ	Public		MN
Benedict College	003420	4-yr	Private		SC
Bennington College	003682	Univ	Private		VT
Bentley College	002124	4-yr	Private		MA
Berea College	001955	4-yr	Private		KY
Berry College	001554	4-yr	Private		GA
Bethany College	001904	4-yr	Private		KS
Bethany College	003808	4-yr	Private		WV
Bethany Lutheran College	002337	2-yr	Private		MN
Bethany Nazarene College	003149	4-yr	Private		OK
Bethel College	001787	4-yr	Private		IN
Bethel College	001905	4-yr	Private		KS
Bethel College	003480	4-yr	Private		TN
Bethel College and Seminary	009058	4-yr	Private		MN
Big Bend Community College	003770	2-yr	Public		WA
Biola College	001122	4-yr	Private		CA
Birmingham-Southern College	001012	4-yr	Private		AL
Bismarck Junior College	002988	2-yr	Public		ND
Black Hawk College	007538	2-yr	Public	Main	IL
Black Hills State College	003459	4-yr	Public		SD
Blackburn College	001639	4-yr	Private		IL
Bloomfield College	002597	4-yr	Private	Main	NJ
Bloomsburg State College	003315	4-yr	Public		PA
Blue Mountain Community College	003186	2-yr	Public		OR
Blue Ridge Community College	006819	2-yr	Public	Campus	VA
Bluefield State College	003809	4-yr	Public		WV
Boise State University	001616	Univ	Public		ID
Borromeo College of Ohio	003017	4-yr	Private		OH
Boston College	002128	Univ	Private		MA
Boston University	002130	Univ	Private	Main	MA
Bowdoin College	002038	4-yr	Private		ME
Bowling Green State University	003018	Univ	Public	Main	OH
Bradley University	001641	Univ	Private		IL
Brandeis University	002133	Univ	Private		MA
Brazosport College	007857	2-yr	Public		TX
Brenau College	001556	4-yr	Private		GA
Brevard Community College	001470	2-yr	Public		FL
Bridgewater College	003704	4-yr	Private		VA
Bristol Community College	002176	2-yr	Public	Campus	MA
Bronx Community College	900024	2-yr	Public	Campus	NY
Brookdale Community College	008404	2-yr	Public		NJ
Broome Community College	002862	2-yr	Public		NY
Broward Community College	001500	2-yr	Public		FL
Brown University	003401	Univ	Private		RI
Bryant College	003402	4-yr	Private		RI
Bryn Mawr College	003237	4-yr	Private		PA
Bucknell University	003238	4-yr	Private		PA
Bucks County Community College	003239	2-yr	Public		PA
Buena Vista College	001847	Other	Private		IA
Bunker Hill Community College	011210	2-yr	Public		MA
Butler University	001788	Univ	Private		IN
Caldwell Community College	004835	2-yr	Public		NC
California Baptist College	001125	4-yr	Private		CA
California College of Podiatric Medicine	001135	4-yr	Private		CA
California Institute of the Arts	001132	4-yr	Private		CA
California Lutheran College	001133	4-yr	Private		CA
California School of Professional Psychology	010013	Other	Private	Campus	CA
California State College, Bakersfield	007993	4-yr	Public	Campus	CA
California State Polytechnic University, Pomona	001144	Univ	Public	Campus	CA
California State Polytechnic University, San Luis Obispo	001143	Univ	Public	Main	CA
California State University, Chico	001146	Univ	Public	Campus	CA
California State University, Dominquez Hills	001141	Univ	Public	Campus	CA

Responding Institutions
All Institutions
Page 3

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
California State University, Fresno	001147	Univ	Public	Campus	CA
California State University, Fullerton	001137	Univ	Public	Main	CA
California State University, Hayward	001138	Univ	Public	Campus	CA
California State University, Long Beach	001139	Univ	Public	Campus	CA
California State University, Los Angeles	001140	Univ	Public	Campus	CA
California State University, Northridge	001153	Univ	Public	Campus	CA
Calvin College	002241	4-yr	Private		MI
Calvin Theological Seminary	002242	Other	Private		MI
Cameron University	003150	4-yr	Public		OK
Campbellsville College	001959	4-yr	Private		KY
Canisius College	002681	4-yr	Private		NY
Cape Cod Community College	002168	2-yr	Public		MA
Cape Fear Technical Insitute	005320	2-yr	Public		NC
Capitol Institute of Technology	001436	4-yr	Private		MD
Cardinal Stritch College	003837	4-yr	Private		WI
Caribbean Center for Advanced Studies	029063	Other	Private		PR
Carleton College	002340	4-yr	Private		MN
Carlow College	003303	4-yr	Private		PA
Carnegie-Mellon University	003242	Univ	Private		PA
Carroll College	002526	4-yr	Private		MT
Carroll College	003838	4-yr	Private		WI
Carson-Newman College	003481	4-yr	Private		TN
Carthage College	003839	4-yr	Private		WI
Castleton State College	003683	4-yr	Public	Campus	VT
Catholic Theological Union	009232	Other	Private		IL
Catholic University of America	001437	Univ	Private		DC
Cayey University College (U.P.R.)	007206	4-yr	Public	Campus	PR
Cayuga County Community College	002861	2-yr	Public		NY
Cecil Community College	008308	2-yr	Public		MD
Cedarville College	003025	4-yr	Private		OH
Central College	001850	4-yr	Private		IA
Central Connecticut State College	001378	4-yr	Public	Campus	CT
Central Florida Community College	001471	2-yr	Public		FL
Central Michigan University	002243	Univ	Public		MI
Central Missouri State University	002454	Univ	Public		MO
Central State University	003026	Univ	Public		OH
Central Technical Community College	029007	2-yr	Public	Office	NE
Central Virginia Community College	004988	2-yr	Public		VA
Central Wyoming College	007289	2-yr	Public		WY
Centralia College	003772	2-yr	Public		WA
Centre College of Kentucky	001961	4-yr	Private		KY
Chadron State College	002539	4-yr	Public	Campus	NE
Chaminade University of Honolulu	001605	Univ	Private		HI
Champlain College	003684	2-yr	Private		VT
Chapman College	001164	4-yr	Private		CA
Chattanooga State Technical Community College	003998	2-yr	Public		TN
Cheney State College	003317	4-yr	Public		PA
Chesapeake College	004650	2-yr	Public		MD
Chesterfield-Marlboro Technical College	007602	Other	Public	Campus	SC
Chicago State University	001694	Univ	Public	Campus	IL
Chipola Junior College	001472	2-yr	Public		FL
Christ Seminary-Seminex	012459	Other	Private		MO
Christopher Newport College	003706	4-yr	Public		VA
Cincinnati Bible Seminary	003029	4-yr	Private		OH
Cincinnati Technical College	010345	2-yr	Public		OH
City College of the City University of New York	002688	4-yr	Public	Campus	NY
City University of New York, John Jay College of Criminal Justice	002693	4-yr	Public	Campus	NY
Claremont Men's College	001170	4-yr	Private		CA
Clarendon College	003554	2-yr	Public		TX
Clarion State College	009235	4-yr	Public		PA
Clark College	001559	4-yr	Private		GA
Clark College	003773	2-yr	Public		WA
Clark Technical College	004852	2-yr	Public		OH
Clark University	002139	Univ	Private		MA
Clarke College	001852	4-yr	Private		IA
Clarkson College of Technology	002699	4-yr	Private		NY
Clemson University	003425	Univ	Public		SC
Cleveland State Community College	003999	2-yr	Public		TN
Cleveland State University	003032	Univ	Public		OH
Coast Community College District	008220	2-yr	Public	Office	CA
Coastline Community College	029027	2-yr	Public	Campus	CA
Coffeyville Community Junior College	001910	2-yr	Public		KS
Colby College	002039	4-yr	Private		ME
Colby-Sawyer College	002572	4-yr	Private		NH
Colgate University	002701	4-yr	Private		NY
College Misericordia	003247	4-yr	Private		PA
College of Dupage	006656	2-yr	Public		IL

Responding Institutions
All Institutions
Page 4

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
College of Eastern Utah	003676	2-yr	Public		UT
College of Great Falls	002527	4-yr	Private		MT
College of Lake County	007694	2-yr	Public		IL
College of Mount Saint Joseph	003033	4-yr	Private		OH
College of Mount Saint Vincent	002703	4-yr	Private		NY
College of New Rochelle	002704	4-yr	Private		NY
College of Saint Benedict	002341	4-yr	Private		MN
College of Saint Joseph the Provider	003685	4-yr	Private		VT
College of Saint Rose	002705	4-yr	Private		NY
College of Saint Scholastica	002343	4-yr	Private		MN
College of Saint Teresa	002344	4-yr	Private		MN
College of Saint Thomas	002345	Other	Private		MN
College of Santa Fe	002649	4-yr	Private		NM
College of Southern Idaho	001619	2-yr	Public		ID
College of Steubenville	003036	4-yr	Private		OH
College of William and Mary	003705	Univ	Public	Main	VA
College of Wooster	003037	4-yr	Private		OH
College of the Holy Cross	002141	4-yr	Private		MA
College of the Ozarks	001094	4-yr	Private		AR
College of the Siskiyous	001187	2-yr	Public		CA
Colorado College	001347	4-yr	Private		CO
Colorado Mountain College, Central Administration Office	006948	2-yr	Public	Office	CO
Colorado Mountain College, Community Education Unit	009007	2-yr	Public	Campus	CO
Colorado Mountain College, East Campus	009008	2-yr	Public	Campus	CO
Colorado Mountain College, West Campus	004506	2-yr	Public	Campus	CO
Colorado Northwestern Community College	001359	2-yr	Public		CO
Colorado School of Mines	001348	Univ	Public		CO
Colorado State University	001350	Univ	Public		CO
Columbia Basin College	003774	2-yr	Public		WA
Columbia Bible College	003429	4-yr	Private		SC
Columbia Christian College	003190	4-yr	Private		OR
Columbia College	003430	4-yr	Private		SC
Columbia Junior College of Business	004922	2-yr	Private		SC
Columbia University	007963	Univ	Private	Office	NY
Columbia University, Teachers College	003979	Other	Private		NY
Columbia-Greene Community College	006789	2-yr	Public	Campus	NY
Columbus College	001561	4-yr	Public		GA
Columbus Technical Institute	006867	2-yr	Public		OH
Community College of Allegheny County, Allegheny Campus	004051	2-yr	Public	Campus	PA
Community College of Allegheny County, Boyce Campus	004052	2-yr	Public	Campus	PA
Community College of Allegheny County, College Center-North	029101	2-yr	Public	Campus	PA
Community College of Allegheny County, College Office	003231	2-yr	Public	Office	PA
Community College of Allegheny County, South Campus	007184	2-yr	Public	Campus	PA
Community College of Baltimore	002061	2-yr	Public	Campus	MD
Community College of Beaver County	006807	2-yr	Public		PA
Community College of Denver, Auraria Campus	009542	2-yr	Public	Campus	CO
Community College of Denver, Central Administration	009757	2-yr	Public	Office	CO
Community College of Denver, North Campus	007933	2-yr	Public	Campus	CO
Community College of Denver, Red Rocks Campus	009543	2-yr	Public	Campus	CO
Community College of Micronesia	010343	2-yr	Public	Campus	
Community College of Philadelphia	003249	2-yr	Public		PA
Community College of the Finger Lakes	007532	2-yr	Public		NY
Compton Community College	001188	2-yr	Public		CA
Concord College	003810	4-yr	Public		WV
Concordia College	002346	4-yr	Private		MN
Concordia College	003191	4-yr	Private		OR
Concordia Seminary	002457	Other	Private		MO
Conservative Baptist Theological Seminary	001352	Other	Private		CO
Converse College	003431	4-yr	Private		SC
Coppin State College	002068	4-yr	Public		MD
Cornell University	002711	Univ	Public		NY
Cornell University Medical College	004762	Other	Private	Campus	NY
Corning Community College	002863	2-yr	Public		NY
Corpus Christi State University	011161	Other	Public	Campus	TX
Cosumnes River College	007536	2-yr	Public	Campus	CA
County College of Morris	007729	2-yr	Public		NJ
Covenant College	003484	4-yr	Private		TN
Covenant Theological Seminary	004707	Other	Private		MO
Creighton University	002542	Univ	Private		NE
Crowley's Ridge College	001095	2-yr	Private		AR
Cuesta College	001192	2-yr	Public		CA
Culinary Institute of America	007304	2-yr	Private		NY
Cumberland County College	002601	2-yr	Public		NJ
Cuyahoga Community College District	003040	2-yr	Public		OH
D'Youville College	002712	4-yr	Private		NY
Dallas Christian College	006941	4-yr	Private		TX
Dallas County Community College District, System Office	003561	2-yr	Public	Office	TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Dallas Theological Seminary	003562	Other	Private		TX
Daniel Webster College	014273	4-yr	Private		NH
Danville Community College	001669	2-yr	Public		IL
Dartmouth College	002573	4-yr	Private		NH
Davis Junior College of Business	004855	2-yr	Private		OH
Davis and Elkins College	003811	4-yr	Private		WV
Daytona Beach Community College	001475	2-yr	Public		FL
De Sales Hall School of Theology	012029	Other	Private		MD
DePaul University	001671	Univ	Private		IL
DePauw University	001792	Univ	Private		IN
DeVry Institute of Technology	010139	Other	Private	Campus	TX
Dean Junior College	002144	2-yr	Private		MA
Del Mar College	003563	2-yr	Public		TX
Delaware County Community College	007110	2-yr	Public		PA
Delaware State College	001428	4-yr	Public		DE
Delaware Technical and Community College	008074	2-yr	Public	Office	DE
Delaware Valley College of Science and Agriculture	003252	4-yr	Private		PA
Delgado College	004626	2-yr	Public		LA
Delta College	002251	2-yr	Public		MI
Delta State University	002403	4-yr	Public		MS
Denmark Technical Education Center	900030	2-yr	Public		SC
Des Moines Area Community College	008735	2-yr	Public		IA
Detroit Institute of Technology	002257	4-yr	Private		MI
Diablo Valley College	001191	2-yr	Public	Campus	CA
Dickinson College	003253	4-yr	Private		PA
Division of Community Colleges, Rural Education and Extension	900040	Other	Public	Office	AK
Dixie College	003671	2-yr	Public		UT
Dominican College of Blauvelt	002713	4-yr	Private		NY
Dominican House of Studies	012803	Other	Private		DC
Dominican School of Philosophy and Theology	900044	Other	Private		CA
Dordt College	001859	4-yr	Private		IA
Downstate Medical Center	002839	Other	Public	Main	NY
Drake University	001860	Univ	Private		IA
Drew University	002603	Univ	Private		NJ
Duquesne University	003258	Univ	Private		PA
Dutchess Community College	002864	2-yr	Public		NY
Dyke College	003043	4-yr	Private		OH
Earlham College	001793	4-yr	Private		IN
East Carolina University	002923	Univ	Public	Campus	NC
East Central Oklahoma State University	003154	4-yr	Public		OK
East Stroudsburg State College	003320	4-yr	Public		PA
East Tennessee State University	003487	Univ	Public		TN
East Texas State University	003565	Univ	Public	Main	TX
Eastern Baptist Theological Seminary	003260	Other	Private		PA
Eastern College	003259	4-yr	Private		PA
Eastern Connecticut State College	001425	4-yr	Public	Campus	CT
Eastern Kentucky University	001963	Univ	Public		KY
Eastern Michigan University	002259	Univ	Public		MI
Eastern Montana College	002530	4-yr	Public	Campus	MT
Eastern New Mexico University, Main Campus	002651	Univ	Public	Main	NM
Eastern Oklahoma State College	003155	2-yr	Public		OK
Eastern Oregon State College	003193	4-yr	Public	Campus	OR
Eastern Virginia Medical Authority, Medical School	010338	Other	Private		VA
Eastern Washington University	003775	Univ	Public		WA
Eastern Wyoming College	003929	2-yr	Public		WY
Eckerd College	001487	4-yr	Private		FL
Edison State Community College	012270	2-yr	Public		OH
Edmonds Community College	005001	2-yr	Public	Campus	WA
El Centro College	004453	2-yr	Public	Campus	TX
El Paso Community College	010387	2-yr	Public	Office	TX
Elmhurst College	001676	4-yr	Private		IL
Elmira College	002718	4-yr	Private		NY
Elms College	900041	4-yr	Private		MA
Emanuel County Junior College	010997	2-yr	Public	Campus	GA
Embry-Riddle Aeronautical University	001479	Univ	Private		FL
Emmanuel School of Religion	012547	Other	Private		TN
Emory and Henry College	003709	4-yr	Private		VA
Emporia State University	001927	Univ	Public		KS
Erie Community College, Central Office	002865	2-yr	Public	Office	NY
Evangel College	002463	4-yr	Private		MO
Everett Community College	003776	2-yr	Public	Campus	WA
Evergreen Valley College	012452	2-yr	Public	Campus	CA
Fairfield University	001385	Univ	Private		CT
Fairleigh Dickinson University, Central Administration	008222	Univ	Private	Office	NJ
Fairleigh Dickinson University, Madison Campus	004738	Univ	Private	Campus	NJ
Fairleigh Dickinson University, Rutherford Campus	002604	Univ	Private	Campus	NJ
Fairleigh Dickinson University, Teaneck Campus	002607	Univ	Private	Campus	NJ

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Fayetteville State University	002928	4-yr	Public	Campus	NC
Fayetteville Technical Institute	007640	2-yr	Public		NC
Felician College	001680	2-yr	Private		IL
Felician College	002610	4-yr	Private		NJ
Ferrum College	003711	4-yr	Private		VA
Fitchburg State College	002184	4-yr	Public	Campus	MA
Flathead Valley Community College	006777	2-yr	Public		MT
Florida Agricultural and Mechanical University	001480	Univ	Public		FL
Florida Atlantic University	001481	Univ	Public		FL
Florida Beacon College	012632	4-yr	Private		FL
Florida Institute of Technology	001469	Univ	Private		FL
Florida International University	009635	Other	Public		FL
Florida Junior College at Jacksonville, Downtown Campus	900013	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, Kent Campus	900010	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, North Campus	900014	2-yr	Public	Campus	FL
Florida Junior College at Jacksonville, South Campus	900015	2-yr	Public	Campus	FL
Florida Junior College, Jacksonville	001484	2-yr	Public	Office	FL
Florida Keys Community College	001485	2-yr	Public		FL
Florida State University	001489	Univ	Public		FL
Fontbonne College	002464	4-yr	Private		MO
Fordham University	002722	Univ	Private	Main	NY
Forsyth Technical Institute	005317	2-yr	Public		NC
Fort Hays State University	001915	Univ	Public		KS
Fort Steilacoom Community College	005000	2-yr	Public		WA
Fort Valley State College	001566	4-yr	Public		GA
Fort Wright College of the Holy Names	003777	4-yr	Private		WA
Francis Marion College	009226	4-yr	Public		SC
Franklin Pierce College	002575	4-yr	Private		NH
Franklin and Marshall College	003265	4-yr	Private		PA
Frederick Community College	002071	2-yr	Public		MD
Friends Bible College	001917	4-yr	Private		KS
Friends University	001918	4-yr	Private		KS
Frostburg State College	002072	4-yr	Public		MD
Fuller Theological Seminary	001200	Other	Private		CA
Fulton-Montgomery Community College	002867	2-yr	Public		NY
Furman University	003434	Univ	Private		SC
Gallaudet College	001443	4-yr	Private		DC
Gannon College	003266	4-yr	Private		PA
Garrett-Evangelical Theological Seminary	012303	Other	Private		IL
Gavilian Community College	001202	2-yr	Public		CA
General Theological Seminary	002726	Other	Private		NY
Genesee Community College	006782	2-yr	Public		NY
George Fox College	003194	4-yr	Private		OR
George Mason University	003749	Univ	Public		VA
George Washington University	001444	Univ	Private		DC
Georgetown College	001964	4-yr	Private		KY
Georgetown University	001445	Univ	Private		DC
Georgia College	001602	4-yr	Public		GA
Georgia Institute of Technology	001569	Univ	Public		GA
Georgia Military College	001571	2-yr	Private		GA
Georgia Southern College	001572	4-yr	Public		GA
Georgia Southwestern College	001573	4-yr	Public		GA
Georgia State University	001574	Univ	Public		GA
Gettysburg College	003268	4-yr	Private		PA
Glenville State College	003813	4-yr	Public		WV
Gloucester County College	006901	2-yr	Public		NJ
Goddard College	003686	4-yr	Private		VT
Gogebic Community College	002264	2-yr	Public		MI
Golden Gate University	001205	Univ	Private		CA
Golden West College	001206	2-yr	Public	Campus	CA
Goldey Beacom College	001429	4-yr	Private		DE
Gordon College	002153	4-yr	Private		MA
Gordon-Conwell Theological Seminary	009747	Other	Private		MA
Goshen College	001799	4-yr	Private		IN
Goucher College	002073	4-yr	Private		MD
Grace Bible College	002265	Other	Private		MI
Grace College	001800	4-yr	Private		IN
Graceland College	001866	4-yr	Private		IA
Graduate Theological Union	001207	Other	Private		CA
Grambling State University	002006	Univ	Public		LA
Grand Canyon College	001074	4-yr	Private		AZ
Grand Valley State Colleges	002268	4-yr	Public		MI
Green Mountain College	003687	Other	Private		VT
Greenfield Community College	002169	2-yr	Public	Campus	MA
Grossmont Community College District	001208	2-yr	Public		CA
Gulf Coast Bible College	006942	4-yr	Private		TX
Gulf Coast Community College	001490	2-yr	Public		FL

Responding Institutions
All Institutions
Page 7

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Hagerstown Junior College	002074	2-yr	Public		MD
Hahnemann Medical College and Hospital	003271	Other	Private		PA
Hamilton College	002728	4-yr	Private		NY
Hampshire College	004661	4-yr	Private		MA
Hampton Institute	003714	4-yr	Private		VA
Hanover College	001801	4-yr	Private		IN
Harcum Junior College	003272	2-yr	Private		PA
Hardin-Simmons University	003571	Univ	Private		TX
Harford Community College	002075	2-yr	Public		MD
Harris-Stowe State College	002466	4-yr	Public		MO
Harrisburg Area Community College	003273	2-yr	Public		PA
Hartford College for Women	001386	2-yr	Private		CT
Hartwick College	002729	4-yr	Private		NY
Harvard University	002155	Univ	Private		MA
Haskell Indian Junior College	010438	2-yr	Public		KS
Haverford College	003274	4-yr	Private		PA
Hawkeye Institute of Technology	004595	2-yr	Public		IA
Heidelberg College	003048	4-yr	Private		OH
Henderson County Junior College	003572	2-yr	Public	Main	TX
Henderson State University	001098	Univ	Public		AR
Highland Community College	001681	2-yr	Public		IL
Highland Park Community College	002271	2-yr	Public		MI
Hill Junior College	003573	2-yr	Public		TX
Hillsborough Community College	007870	2-yr	Public		FL
Hinds Junior Collee	002407	2-yr	Public	Main	MS
Hiram College	003049	4-yr	Private		OH
Hobart and William Smith College	002731	4-yr	Private		NY
Hollins College	003715	4-yr	Private		VA
Holy Family College	012313	2-yr	Private		CA
Holy Names College	001183	4-yr	Private		CA
Holyoke Community College	002170	2-yr	Public	Office	MA
Hood College	002076	4-yr	Private		MD
Hope college	002273	4-yr	Private		MI
Housatonic Community College	004513	2-yr	Public		CT
Houston Community College System	010633	2-yr	Public	Office	TX
Howard College	003574	2-yr	Public		TX
Howard Community College	008175	2-yr	Public		MD
Hudson County Community College Commission	012954	2-yr	Public		NJ
Hudson Valley Community College	002868	2-yr	Public		NY
Huntington College	001803	4-yr	Private		IN
Huron College	003464	4-yr	Private		SD
Husson College	002043	4-yr	Private		ME
Huston-Tillotson College	003577	4-yr	Private		TX
Hutchinson Community Junior College	001923	2-yr	Public		KS
ICPR Senior College	900022	2-yr	Private	Main	PR
Idaho State University	001620	Univ	Public		ID
Iliff School of Theology	001354	Other	Private		CO
Illinois Benedictine College	001767	4-yr	Private		IL
Illinois Central College	006753	2-yr	Public		IL
Illinois College of Optometry	001689	Other	Private		IL
Illinois College of Podiatric Medicine	001690	Other	Private		IL
Illinois Eastern Community College, District Office #259	009135	2-yr	Public	Office	IL
Illinois Eastern Community College, Frontier Community College	029085	2-yr	Public	Campus	IL
Illinois Eastern Community College, Lincoln Trail College	009786	2-yr	Public	Campus	IL
Illinois Eastern Community College, Olney Central College	001742	2-yr	Public	Campus	IL
Illinois Eastern Community College, Wabash Valley College	001779	2-yr	Public	Campus	IL
Illinois Institute of Technology	001691	Univ	Private		IL
Illinois State University	001692	4-yr	Public		IL
Illinois Wesleyan University	001696	4-yr	Private		IL
Immaculata College	003276	4-yr	Private		PA
Immaculate Heart College	001213	4-yr	Private		CA
Indian Hills Community College	008403	2-yr	Public	Campus	IA
Indiana State University, Evansville	001808	4-yr	Public	Campus	IN
Indiana State University, Main Campus	009563	Univ	Public	Main	IN
Indiana University	008002	Univ	Public	Office	IN
Indiana University Southeast	001817	Univ	Public	Campus	IN
Indiana University, Kokomo	001814	Univ	Public	Campus	IN
Indiana University-Purdue University, Fort Wayne	001812	4-yr	Public	Main	IN
Indiana University-Purdue University, Indianapolis	001813	Univ	Public	Campus	IN
Indiana Vocational Technical College	009916	2-yr	Public	Office	IN
Indiana Vocational Technical College	010041	2-yr	Public	Campus	IN
Institute for Advanced Study	900045	Other	Private		NJ
Institute of Paper Chemistry	005010	Other	Private		WI
Intermountain Bible College	029090	4-yr	Private		CO
Inupiat University of the Arctic	029016	Univ	Public		AK
Iona College	002737	4-yr	Private		NY
Iowa Lakes Community College	010358	2-yr	Public		IA

Responding Institutions
All Institutions
Page 8

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Iowa State University of Science and Technology	001869	Univ	Public		IA
Iowa Wesleyan College	001871	4-yr	Private		IA
Iowa Western Community College	008739	2-yr	Public		IA
Isothermal Community College	002934	2-yr	Public	Campus	NC
Ithaca College	002739	4-yr	Private		NY
Jackson Community College	002274	2-yr	Public		MI
Jackson State Community College	004937	2-yr	Public		TN
Jackson State University	002410	Univ	Public		MS
Jacksonville University	001495	Univ	Private		FL
James Madison University	003721	Univ	Public		VA
James Sprunt Technical College	007687	2-yr	Public		NC
Jarvis Christian College	003637	4-yr	Private		TX
Jefferson College	007102	2-yr	Public		MO
Jefferson Community College	002870	2-yr	Public		NY
Jersey City State College	002613	4-yr	Public		NJ
John A. Logan College	008076	2-yr	Public		IL
John Brown University	001100	4-yr	Private		AR
John F. Kennedy University	004484	Other	Private		CA
Johns Hopkins University	002077	Univ	Private		MD
Johnson County Community College	008244	2-yr	Public		KS
Johnson State College	003688	4-yr	Public	Campus	VT
Juniata College	003279	4-yr	Private		PA
Kalamazoo College	002275	4-yr	Private		MI
Kalamazoo Valley Community College	006949	2-yr	Public		MI
Kankakee Community College	007690	2-yr	Public		IL
Kansas City Art Institute	002473	4-yr	Private		MO
Kansas City Kansas Community College	001925	2-yr	Public		KS
Kansas Lewman College	001939	4-yr	Private		KS
Kansas State University	001928	Univ	Public		KS
Kansas Wesleyan	001929	Univ	Private		KS
Kaskaskia College	001701	2-yr	Public		IL
Kearney State College	002551	4-yr	Public		NE
Kennesaw College	001577	4-yr	Public		GA
Kent State University	003051	Univ	Public	Main	OH
Kentucky State University	001968	Univ	Public		KY
Kentucky Wesleyan College	001969	4-yr	Private		KY
Kenyon College	003065	4-yr	Private		OH
Keuka College	002744	4-yr	Private		NY
Keystone Junior College	003280	2-yr	Private		PA
Kilgore College	003580	2-yr	Public		TX
King's College	002745	4-yr	Private		NY
King's College	003282	4-yr	Private		PA
Kirkwood Community College	004076	2-yr	Public		IA
Kishwaukee College	007684	2-yr	Public		IL
Kodiak Community College	008315	2-yr	Public	Campus	AK
Kuskokwim Community College	011045	2-yr	Public	Campus	AK
La Roche College	003987	4-yr	Private		PA
La Salle College	003287	4-yr	Private		PA
Laboure Junior College	006324	2-yr	Private		MA
Lafayette College	003284	4-yr	Private		PA
Lake Erie College	003066	4-yr	Private		OH
Lake Forest College	001706	4-yr	Private		IL
Lake Region Jr. College	002991	2-yr	Public		ND
Lake Superior State College	002293	4-yr	Public		MI
Lake Tahoe Community College	012907	2-yr	Public		CA
Lakeland College	003854	4-yr	Private		WI
Lakeland College	900019	2-yr	Private		FL
Lakeland Community College	006804	2-yr	Public		OH
Lakewood Community College	006774	2-yr	Public	Campus	MN
Lancaster Bible College	003285	Other	Public	Main	PA
Lancaster Theological Seminary	003286	Other	Private		PA
Lander College	003435	4-yr	Public		SC
Lane Community College	003196	2-yr	Public		OR
Langston University	003157	4-yr	Public		OK
Lansing Community College	002278	2-yr	Public		MI
Laredo Junior College	003582	2-yr	Public		TX
Laredo State University	009651	Other	Public	Campus	TX
Lawrence University	003856	4-yr	Private		WI
Lawson State Community College	001059	2-yr	Public		AL
Le Moyne College	002748	4-yr	Private		NY
Lees Junior College	001970	2-yr	Private		KY
Lees McRae College	002939	2-yr	Private		NC
Lehigh County Community College	006810	2-yr	Public		PA
Lehigh University	003289	Univ	Private		PA
Lenoir Rhyne College	002941	4-yr	Private		NC
Lesley College	002160	4-yr	Private		MA
Lewis University	001707	Univ	Private		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Lewis and Clark College	003197	Other	Private		OR
Lewis and Clark Community College	010020	2-yr	Public		IL
Lewis-Clark State College	001621	4-yr	Public		ID
Limestone College	003436	4-yr	Private		SC
Lincoln Memorial University	003502	4-yr	Private		TN
Lincoln University	003290	4-yr	Private		PA
Lindsey Wilson College	001972	2-yr	Private		KY
Linn-Benton Community College	006938	2-yr	Public	Main	OR
Livingston University	001024	Univ	Public		AL
Livingstone College	002942	4-yr	Private		NC
Lock Haven State College	003323	4-yr	Public	Campus	PA
Logan College of Chiropractic	004703	Other	Private		MO
Loma Linda University	001218	Univ	Private		CA
Longview Community College	009140	2-yr	Public	Campus	MO
Longwood College	003719	4-yr	Public		VA
Lorain County Community College	003068	2-yr	Public		OH
Loretto Heights College	001356	4-yr	Private		CO
Los Angeles Mission College	012550	2-yr	Public		CA
Los Angeles Trade-Technical College	001227	2-yr	Public		CA
Los Angeles Valley College	001228	2-yr	Public	Campus	CA
Los Medanos College	010340	2-yr	Public	Campus	CA
Louisiana State University Law Center	900023	Other	Public	Campus	LA
Louisiana State University, Alexandria	002011	2-yr	Public	Campus	LA
Louisiana State University, Baton Rouge	002010	Univ	Public	Campus	LA
Louisiana State University, Central Administration	002009	Univ	Public	Office	LA
Louisiana State University, Eunice	002012	2-yr	Public	Campus	LA
Louisiana State University, Medical Center	002014	Other	Public	Campus	LA
Louisiana State University, Shreveport	002013	4-yr	Public	Campus	LA
Louisville Presbyterian Theological Seminary	001974	Other	Private		KY
Loyola College	002078	4-yr	Private		MD
Loyola Marymount University	011649	Univ	Private		CA
Loyola University	002016	Univ	Private		LA
Loyola University of Chicago	001710	Univ	Private		IL
Lubbock Christian College	003586	4-yr	Private		TX
Lurleen B. Wallace State Junior College	008988	2-yr	Public		AL
Luther College	001874	4-yr	Private		IA
Lutheran Bible Institute of Seattle	029019	Other	Private		WA
Lutheran Theological Southern Seminary	003437	Other	Private		SC
Lycoming College	003293	4-yr	Private		PA
Lyndon State College	003689	4-yr	Public	Main	VT
Macalester College	002358	4-yr	Private		MN
Macomb County Community College	008906	2-yr	Public	Office	MI
Madonna College	002282	4-yr	Private		MI
Maine Maritime Academy	002044	4-yr	Public		ME
Mallinckrodt College	001718	2-yr	Private		IL
Malone College	003072	4-yr	Private		OH
Manhattan College	002758	4-yr	Private		NY
Manhattanville College	002760	4-yr	Private		NY
Mankato State University	002360	Univ	Public		MN
Mansfield State College	003324	4-yr	Public		PA
Maple Woods Community College	009139	2-yr	Public	Campus	MO
Marian College	001821	4-yr	Private		IN
Maricopa Technical Community College	008303	2-yr	Public	Office	AZ
Marietta College	003073	4-yr	Private		OH
Marion Technical College	010736	2-yr	Public		OH
Marist College	002765	4-yr	Private		NY
Marlboro College	003690	4-yr	Private		VT
Marquette University	003863	Univ	Private		WI
Mars Hill College	002944	4-yr	Private		NC
Marshall University	003815	Univ	Public		WV
Martin Community College	007988	Other	Public		NC
Mary Baldwin College	003723	4-yr	Private		VA
Mary Washington College	003746	4-yr	Public		VA
Maryland College of Art and Design	900036	2-yr	Private		MD
Marymount College	001932	4-yr	Private		KS
Marymount Manhattan College	002769	4-yr	Private		NY
Maryville College	003505	4-yr	Private		TN
Maryville College, Saint Louis	002482	4-yr	Private		MO
Marywood College	003296	4-yr	Private		PA
Massachusetts College of Pharmacy	002165	Other	Private		MA
Massachusetts Institute of Technology	002178	Univ	Private		MA
Mattatuck Community College	006982	2-yr	Public		CT
Mayville College	002993	4-yr	Public		ND
McCook Community College	002552	2-yr	Public		NE
McDowell Technical College	008085	2-yr	Public		NC
McHenry County College	007691	2-yr	Public		IL
McKendree College	001722	4-yr	Private		IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
McNeese State University	002017	Univ	Public		LA
McPherson College	001933	4-yr	Private		KS
Medaille College	002777	4-yr	Private		NY
Medgar Evers College of the City University of New York	010097	2-yr	Public	Campus	NY
Medical College of Georgia	001579	Univ	Public	Main	GA
Medical College of Wisconsin	008296	Other	Private		WI
Melodyland School of Theology	029064	Other	Private		CA
Memphis State University	003509	Univ	Public		TN
Mennonite Biblical Seminary	001823	Other	Private		IN
Mennonite Brethren Biblical Seminary	010368	Other	Private		CA
Merced College	001237	2-yr	Public		CA
Mercer County Community College	004740	2-yr	Public		NJ
Mercer University	001580	Univ	Private	Main	GA
Mercy College of Detroit	002286	4-yr	Private		MI
Mercyhurst College	003297	4-yr	Private		PA
Meridian Junior College	002413	2-yr	Public		MS
Meridith College	002945	4-yr	Private		NC
Merrimack College	002120	4-yr	Private		MA
Merritt College	001267	2-yr	Public	Campus	CA
Mesa College	001358	4-yr	Public		CO
Methodist College	002946	4-yr	Private		NC
Metropolitan Community Colleges	009137	2-yr	Public	Office	MO
Metropolitan State College	001360	4-yr	Public		CO
Metropolitan State University	010374	Other	Public		MN
Metropolitan Technical Community College	012586	2-yr	Public		NE
Miami-Dade Community College	001506	2-yr	Public		FL
Michael J. Owens Technical College	005753	2-yr	Public		OH
Mid-State Technical Institute	005380	2-yr	Public		WI
Middle Tennessee State University	003510	Univ	Public	Campus	TN
Middlesex County College	002615	2-yr	Public		NJ
Midlands Technical College	003993	2-yr	Public	Office	SC
Midway College	001975	2-yr	Private		KY
Midwestern State University	003592	Univ	Public		TX
Miles Community College	002528	2-yr	Public		MT
Millersville State College	003325	4-yr	Public		PA
Millikin University	001724	4-yr	Private		IL
Mills College	001238	Other	Private		CA
Milwaukee Area Technical College	003866	2-yr	Public		WI
Minneapolis College of Art and Design	002365	4-yr	Private		MN
Minnesota Bible College	002366	4-yr	Private		MN
Minnesota Community Colleges, System Office	009346	2-yr	Public	Office	MN
Minot State College	002994	4-yr	Public	Campus	ND
Mississippi State University	002423	Univ	Public		MS
Mississippi University for Women	002422	Univ	Public		MS
Missouri Baptist College	007540	4-yr	Private		MO
Missouri Southern State College	002488	4-yr	Public		MO
Missouri Western State College	002490	4-yr	Public		MO
Moberly Junior College	002491	2-yr	Public		MO
Mohawk Valley Community College	002871	2-yr	Public		NY
Monmouth College	001725	4-yr	Private		IL
Monmouth College	002616	4-yr	Private		NJ
Monroe Community College	002872	2-yr	Public		NY
Monroe County Community College	002294	2-yr	Public		MI
Montana College of Mineral Science and Technology	002531	4-yr	Public	Campus	MT
Montana Institute of the Bible	900020	4-yr	Private		MT
Montana State University	002532	Univ	Public		MT
Montana State University, Agricultural Experiment Station and Cooperative Extens	900028	Univ	Public		MT
Montcalm Community College	002295	2-yr	Public		MI
Montclair State College	002617	4-yr	Public		NJ
Monterey Peninsula Community College	001242	2-yr	Public		CA
Montgomery College	002082	2-yr	Public		MD
Montgomery College, Central Administration	006911	2-yr	Public	Office	MD
Montgomery County Community College	004452	2-yr	Public		PA
Montreat-Anderson College	002948	2-yr	Private		NC
Moorhead State University	002367	Univ	Public		MN
Moraine Park V. T. A. E. District	009256	Other	Public		WI
Moraine Valley Community College	007692	2-yr	Public		IL
Moravian College	003301	4-yr	Private		PA
Morehead State University	001976	Univ	Public		KY
Morgan Community College	009981	2-yr	Public		CO
Morningside College	001879	4-yr	Private		IA
Morris Brown College	001583	4-yr	Private		GA
Morristown College	003512	2-yr	Private		TN
Motlow State Community College	006836	2-yr	Public	Campus	TN
Mount Angel Seminary	003203	4-yr	Private		OR
Mount Holyoke College	002192	4-yr	Private		MA
Mount Hood Community College	003204	2-yr	Public		OH

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Mount Marty College	003465	4-yr	Private		SD
Mount Mary College	003869	4-yr	Private		WI
Mount Mercy College	001880	4-yr	Private		IA
Mount Saint Alphonsus Seminary	002776	Other	Private		NY
Mount Saint Mary College	002778	4-yr	Private		NY
Mount San Antonio College	001245	2-yr	Public		CA
Mount San Jacinto College	001246	2-yr	Public		CA
Mount Vernon Nazarene College	007085	4-yr	Private		OH
Mountain Empire Community College	009629	2-yr	Public	Campus	VA
Mountain View College	008503	2-yr	Public	Campus	TX
Muhlenberg College	003304	4-yr	Private		PA
Murray State University	001977	Univ	Public		KY
Muskeuon Business College	002296	2-yr	Private		MI
Muskingum College	003084	4-yr	Private		OH
Nashotah House	003874	Other	Private		WI
Nashville State Technical Institute	008145	2-yr	Public		TN
Nassau Community College	002873	2-yr	Public		NY
Nasson College	002045	4-yr	Private		ME
Naval Postgraduate School	900021	Univ	Public		CA
Nazareth College	002298	4-yr	Private		MI
Nazareth College of Rochester	002779	4-yr	Private		NY
Nebraska Wesleyan University	002555	4-yr	Private		NE
New England College	002579	4-yr	Private		NH
New England Institute of Applied Arts and Sciences	900035	2-yr	Private		MA
New Hampshire College	002580	4-yr	Private		NH
New Hampshire Vocational-Technical College, Claremont	007560	2-yr	Public		NH
New Mexico Institute of Mining and Technology	002654	Univ	Public		NM
New Mexico Military Institute	002656	2-yr	Public		NM
New Mexico State University	002657	Univ	Public	Main	NM
New River Community College	005223	2-yr	Public	Main	VA
New York City Community College	002696	2-yr	Public	Campus	NY
Newberry College	003440	4-yr	Private		SC
Niagara County Community College	002874	2-yr	Public		NY
Niagara University	002788	Univ	Private		NY
Nicholls State University	002005	Univ	Public		LA
Nichols College	002197	4-yr	Private		MA
Nicolet College and Technical Institute	008919	2-yr	Public		WI
North Carolina Agricultural and Technical State University	002905	4-yr	Public		NC
North Carolina Central University	002950	Univ	Public		NC
North Central College	001734	4-yr	Private		IL
North Central Technical College	005313	2-yr	Public		OH
North Dakota State School of Science	002996	2-yr	Public		ND
North Dakota State University	009265	Univ	Public	Main	ND
North Florida Junior College	001508	2-yr	Public		FL
North Greenville College	003441	2-yr	Private		SC
North Idaho College	001623	2-yr	Public		ID
North Iowa Area Community College	001877	2-yr	Public		IA
North Lake College of the Dallas County Community College District	029066	2-yr	Public	Main	TX
North Park College and Theological Seminary	001735	4-yr	Private		IL
North Shore Community College	002173	2-yr	Public		MA
North Texas State University	003594	Univ	Public		TX
Northampton County Area Community College	007191	2-yr	Public		PA
Northeast Iowa Technical College	004587	Other	Public		IA
Northeast Louisiana University	002020	Univ	Public		LA
Northeast Technical Community College	011667	2-yr	Public		NE
Northeastern Christian Junior College	003307	2-yr	Private		PA
Northeastern Illinois University	001693	Univ	Public		IL
Northeastern Junior College	001361	2-yr	Public		CO
Northeastern Oklahoma State University	003161	Univ	Public		OK
Northern Arizona University	001082	Univ	Public		AZ
Northern Illinois University	001737	Univ	Public	Campus	IL
Northern Kentucky University	009275	Univ	Public		KY
Northern Michigan University	002301	Univ	Public		MI
Northern Montana College	002533	4-yr	Public	Campus	MT
Northern State College	003466	4-yr	Public		SD
Northern Virginia Community College	003727	2-yr	Public	Office	VA
Northland College	003875	4-yr	Private		WI
Northland Community College	002385	2-yr	Public	Campus	MN
Northrop University	001248	Univ	Private		CA
Northwest Bible College	002998	4-yr	Private		ND
Northwest Community College	003931	2-yr	Public		WY
Northwestern College	001883	4-yr	Private		IA
Northwestern College	002371	4-yr	Private		MN
Norwalk State Technical College	001400	2-yr	Public	Office	CT
Norwich University	010874	4-yr	Private		VT
Notre Dame College	002584	4-yr	Private		NH
Nyack College	002790	4-yr	Private		NY

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Oakland University	002307	Univ	Public		MI
Oakton Community College	009896	2-yr	Public		IL
Oberlin College	003086	4-yr	Private		OH
Ocean County College	002624	2-yr	Public		NJ
Oglethorpe University	001586	Univ	Private		GA
Ohio Dominican College	003035	4-yr	Private		OH
Ohio Northern University	003089	Univ	Private		OH
Ohio State University	006883	Univ	Public	Main	OH
Ohio University	003100	Univ	Public	Main	OH
Ohio Wesleyan University	003109	4-yr	Private		OH
Okaloosa-Walton Junior College	001510	2-yr	Public		FL
Oklahoma Baptist University	003164	Univ	Private		OK
Oklahoma Christian College	003165	4-yr	Private		OK
Oklahoma City University	003166	Univ	Private		OK
Oklahoma College of Osteopathic Medicine and Surgery	011282	Other	Public		OK
Oklahoma State University	003170	Univ	Public	Main	OK
Old Dominion University	003728	Univ	Public		VA
Olive-Harvey College	009767	2-yr	Public	Campus	IL
Olivet College	002308	4-yr	Private		MI
Olympia Technical Community College	005372	2-yr	Public		WA
Onondaga Community College	002875	2-yr	Public		NY
Orange County Community College	002876	2-yr	Public		NY
Orangeburg-Calhoun Technical College	006815	2-yr	Public		SC
Oregon Institute of Technology	003211	4-yr	Public	Campus	OR
Our Lady of Angels College	003988	4-yr	Private		PA
Our Lady of Holy Cross College	002023	4-yr	Private		LA
Our Lady of the Lake University	003598	Univ	Private		TX
Pacific Christian College	001252	4-yr	Private		CA
Pacific Lutheran University	003785	Univ	Private		WA
Pacific University	003212	Univ	Private		OR
Paine College	001587	4-yr	Private		GA
Palm Beach Atlantic College	008849	4-yr	Private		FL
Palm Beach Junior College	001512	2-yr	Public		FL
Palmer College of Chiropractic	012300	Other	Private		IA
Palo Verde Community College	001259	2-yr	Public		CA
Palomar Community College	001260	2-yr	Public		CA
Pan American University	003599	Univ	Public		TX
Panola Junior College	003600	2-yr	Public		TX
Paris Junior College	003601	2-yr	Public		TX
Parkland College	007118	2-yr	Public		IL
Parks College of St. Louis University	003970	4-yr	Private	Campus	IL
Passaic County Community College	009994	2-yr	Public		NJ
Patrick Henry College	003751	2-yr	Public	Campus	VA
Patten Bible College	004490	4-yr	Private		CA
Paul Smith's College of Arts and Sciences	002795	2-yr	Private		NY
Peabody Institute of the Johns Hopkins University	002088	Other	Private		MD
Peace College	002953	2-yr	Private		NC
Pembroke State University	002954	Univ	Public	Campus	NC
Peninsula College	003786	2-yr	Public		WA
Penn Valley Community College	002484	2-yr	Public	Campus	MO
Pennsylvania College of Podiatric Medicine	003312	Other	Private		PA
Pennsylvania State University, Main Campus	006965	Univ	Public	Main	PA
Pensacola Junior College	001513	2-yr	Public		FL
Pepperdine University	001264	Univ	Private		CA
Peru State College	002559	4-yr	Public		NE
Philadelphia College of Art	003350	4-yr	Private		PA
Philadelphia College of Pharmacy and Science	003353	4-yr	Private		PA
Philadelphia College of Textiles and Science	003354	4-yr	Private		PA
Phillips College	009221	2-yr	Private		MS
Phillips College of New Orleans	900026	2-yr	Private	Campus	LA
Piedmont Virginia Community College	009928	2-yr	Public	Campus	VA
Pikes Peak Community College	008896	2-yr	Public		CO
Pikeville College	001980	4-yr	Private		KY
Pima Community College	007266	2-yr	Public	Main	AZ
Pioneer Community College	029029	2-yr	Public	Campus	MO
Pittsburg State University	001926	Univ	Public		KS
Point Loma College	001262	4-yr	Private		CA
Point Park College	003357	4-yr	Private		PA
Polk Community College	001514	2-yr	Public		FL
Portland School of Art	011673	4-yr	Private		ME
Portland State University	003216	Univ	Public		OR
Post College	001401	4-yr	Private		CT
Potomac State College of West Virginia University	003829	2-yr	Public		WV
Prairie View A&M University	003630	Univ	Public	Campus	TX
Pratt Community Junior College	001938	2-yr	Public		KS
Presbyterian College	003445	4-yr	Private		SC
Prince George's Community College	002089	2-yr	Public		MD

Responding Institutions
All Institutions
Page 13

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Princeton University	002627	Univ	Private		NJ
Principia College	001744	4-yr	Private		IL
Providence College	003406	4-yr	Private		RI
Purdue University, Calumet Campus	001827	Univ	Public	Campus	IN
Purdue University, Lafayette Campus	001825	Univ	Public	Main	IN
Purdue University, North Central Campus	001826	2-yr	Public	Campus	IN
Queens College of the City University of New York	002690	4-yr	Public	Main	NY
Quincy College Corporation	001745	4-yr	Private		IL
Quinnipiac College	001402	4-yr	Private		CT
Rabbinical College of America	008609	Other	Private		NJ
Radford University	003732	Univ	Public		VA
Randolph-Macon College	003733	4-yr	Private		VA
Reading Area Community College	010388	2-yr	Public		PA
Reed College	003217	4-yr	Private		OR
Reedley College	001308	2-yr	Public	Campus	CA
Reformed Theological Seminary	009193	Other	Private		MS
Regis College	001363	4-yr	Private		CO
Rensselaer Polytechnic Institute	002803	Univ	Private		NY
Rhode Island College	003407	4-yr	Public		RI
Rhode Island Junior College	003408	2-yr	Public		RI
Rhode Island School of Design	003409	4-yr	Private	Main	RI
Rice University	003604	Univ	Private		TX
Richland Community College	010879	2-yr	Public		IL
Ricks College	001625	2-yr	Private		ID
Rider College	002628	4-yr	Private		NJ
Ringling School of Art	012574	4-yr	Private		FL
Rio Grande College	003116	4-yr	Public		OH
Rio Hondo Community College District	001269	2-yr	Public		CA
Ripon College	003884	4-yr	Private		WI
Rivier College	002586	4-yr	Private		NH
Roane State Community College	009914	2-yr	Public		TN
Rochester Community College	002373	2-yr	Public		MN
Rochester Institute of Technology	002806	Univ	Private		NY
Rock Valley College	001747	2-yr	Public		IL
Rockford College	001748	4-yr	Private		IL
Rockhurst College	002499	4-yr	Private		MO
Rollins College	001515	4-yr	Private		FL
Roosevelt University	001749	Univ	Private		IL
Rose-Hulman Institute of Technology	001830	Univ	Private		IN
Roxbury Community College	011930	2-yr	Public		MA
Russell Sage College, Main Campus	002810	4-yr	Private	Main	NY
Rutgers, The State University of New Jersey	006964	Univ	Public	Office	NJ
Sacred Heart School of Theology	900025	Other	Private		WI
Saint Alphonsus College	001407	4-yr	Private		CT
Saint Bonaventure University	002817	Univ	Private		NY
Saint Catharine College	001983	2-yr	Private		KY
Saint Cloud State University	002377	Univ	Public	Campus	MN
Saint Edwards University	003621	Univ	Private		TX
Saint Francis College	002820	4-yr	Private		NY
Saint John Fisher College	002821	4-yr	Private		NY
Saint John's College, Annapolis	002092	4-yr	Private	Main	MD
Saint John's College, Santa Fe	002093	4-yr	Private	Campus	NM
Saint John's University	002823	Univ	Private	Main	NY
Saint Joseph College	001409	4-yr	Private		CT
Saint Joseph's College	002825	4-yr	Private	Main	NY
Saint Joseph's College	001833	4-yr	Private		IN
Saint Joseph's University	003367	Univ	Private		PA
Saint Lawrence University	002829	Univ	Private		NY
Saint Louis College, Meramec	002472	2-yr	Public	Campus	MO
Saint Louis Community College, Administrative Center	002469	2-yr	Public	Office	MO
Saint Louis Community College, Florissant Valley	002470	2-yr	Public	Campus	MO
Saint Louis Community College, Forest Park	002471	2-yr	Public	Campus	MO
Saint Louis University, Main Campus	002506	Univ	Private		MO
Saint Martin's College	003794	4-yr	Private		WA
Saint Mary College	001943	4-yr	Private		KS
Saint Mary Seminary	004061	Other	Private		OH
Saint Mary of the Woods College	001835	4-yr	Private		IN
Saint Mary's College	001836	4-yr	Private		IN
Saint Mary's College	002380	4-yr	Private		MN
Saint Mary's College of California	001302	4-yr	Private		CA
Saint Mary's College of Maryland	002095	4-yr	Public		MD
Saint Mary's Seminary and University	002096	Other	Private		MD
Saint Mary's University	003623	Univ	Private		TX
Saint Meinrad College	001837	4-yr	Private		IN
Saint Michael's College	003694	4-yr	Private		VT
Saint Norbert College	003892	4-yr	Private		WI
Saint Patrick's Seminary	010074	Other	Private		CA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Saint Paul's College	003739	4-yr	Private		VA
Saint Peter's College	002638	4-yr	Private		NJ
Saint Petersburg Junior College	001528	2-yr	Public		FL
Saint Thomas Aquinas College	002832	4-yr	Private		NY
Saint Vincent College	029011	4-yr	Private		PA
Salem College	002960	4-yr	Private		NC
Salem Community College	005461	2-yr	Public		NJ
Salem State College	002188	4-yr	Public	Main	MA
Salisbury State College	002091	4-yr	Public		MD
Sam Houston State University	003606	Univ	Public		TX
Sampson Technical College	007892	2-yr	Public		NC
San Diego State University	001151	Univ	Public	Campus	CA
San Francisco Art Institute	003948	4-yr	Private		CA
San Francisco Community College	004502	2-yr	Public	Office	CA
San Francisco Conservatory of Music	001278	4-yr	Private		CA
San Joaquin Delta College District	001280	2-yr	Public		CA
San Jose City College	001282	2-yr	Public	Campus	CA
San Jose Community College District	029042	2-yr	Public	Office	CA
Sayre Junior College	003177	2-yr	Public		OK
Scarritt College for Christian Workers	003515	Other	Private		TN
Schenectady County Community College	006785	2-yr	Public		NY
School for International Training	008860	Other	Private		VT
School of Theology at Claremont	001288	Other			CA
Schoolcraft College	002315	2-yr	Public		MT
Scott Community College	004074	2-yr	Public	Main	IA
Seattle Community College District VI, System Office	010106	2-yr	Public	Office	WA
Seattle Pacific University	003788	Univ	Private		WA
Seattle University	003790	Univ	Private		WA
Seton Hill College	003362	4-yr	Private		PA
Seward County Community College	008228	2-yr	Public		KS
Shawnee State Community College	012748	2-yr	Public		OH
Shelby State Community College	010439	2-yr	Public		TN
Sheldon Jackson College	001062	2-yr	Private		AK
Shepherd College	003822	4-yr	Public	Campus	WV
Siena College	002816	4-yr	Private		NY
Siena Heights College	002316	4-yr	Private		MI
Sierra Community College District	001290	2-yr	Public		CA
Simpson College	001887	4-yr	Private		IA
Sinclair Community College	003119	2-yr	Public		OH
Sioux Falls College	003469	4-yr	Private		SD
Skidmore College	002814	4-yr	Private		NY
Slippery Rock State College	003327	4-yr	Public		PA
Snead State Junior College	001038	2-yr	Private		AL
Snow College	003679	2-yr	Public		UT
Solano Community College	001292	2-yr	Public		CA
Sonoma State University	900034	4-yr	Public	Campus	CA
South Carolina State College	003446	4-yr	Public		SC
South Dakota School of Mines and Technology	003470	Other	Public		SD
South Dakota State University	003471	Univ	Public		SD
South Oklahoma City Junior College	010391	2-yr	Public		OK
South Seattle Community College	009706	2-yr	Public	Campus	WA
Southeast Community College, Central Office	029004	2-yr	Public	Office	NE
Southeast Community College, Fairbury Campus	002546	2-yr	Public	Campus	NE
Southeast Community College, Lincoln Campus	007591	2-yr	Public	Campus	NE
Southeast Community College, Milford Campus	004723	2-yr	Public	Campus	NE
Southeast Missouri State University	002501	Univ	Public		MO
Southeastern Baptist Theological Seminary	002963	Other	Private		NC
Southeastern Community College	008740	2-yr	Public		IA
Southeastern Louisiana University	002024	Univ	Public		LA
Southeastern Massachusetts University	002210	Univ	Public		MA
Southern Arkansas University	001107	Univ	Public	Main	AR
Southern Baptist Theological Seminary	001982	Other	Private		KY
Southern California College of Optometry	001230	Other	Private		CA
Southern College of Optometry	003517	Other	Private		TN
Southern Illinois University, Edwardsville	001759	Univ	Public	Campus	IL
Southern Maine Vocational Technical Institute	005525	2-yr	Public		ME
Southern Methodist University	003613	Univ	Private		TX
Southern Oregon State College	003219	4-yr	Public	Main	OR
Southern Seminary Junior College	003738	2-yr	Private		VA
Southern State Community College	012870	2-yr	Public		OH
Southern Vermont College	003693	4-yr	Private		VT
Southern West Virginia Community College, Logan Campus	003816	2-yr	Public	Campus	WV
Southern West Virginia Community College, Williamson Campus	003817	2-yr	Public	Campus	WV
Southwest Missouri State University	002503	Univ	Public	Main	MO
Southwest State University	002375	Univ	Public		MN
Southwest Texas Junior College	003614	2-yr	Public		TX
Southwest Texas State University	003615	Univ	Public		TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Southwest Wisconsin Vocational-Technical Institute	007669	2-yr	Public		WI
Southwestern Baptist Theological Seminary	003617	Other	Private		TX
Southwestern College	001294	2-yr	Public		CA
Southwestern College	001940	4-yr	Private		KS
Southwestern Memphis	003519	4-yr	Private		TN
Southwestern Oklahoma State University	003181	Univ	Public		OK
Southwestern Oregon Community College	003220	2-yr	Public		OR
Southwestern University	003620	Univ	Private		TX
Southwestern University School of Law	001295	Other	Private		CA
Spalding College	001960	4-yr	Private		KY
Spartanburg Technical College	003994	2-yr	Public		SC
Spelman College	001594	4-yr	Private		GA
Spertus College of Judaica	001663	4-yr	Private		IL
Spoon River College	001643	2-yr	Public		IL
Spring Arbor College	002318	4-yr	Private		MI
Spring Garden College	003363	4-yr	Private		PA
Spring Hill College	001041	4-yr	Private		AL
Springfield College, Illinois	001761	2-yr	Private		IL
Standing Rock Community College	900043	2-yr	Public		ND
Stanford University	001305	Univ	Private		CA
State Community College	009332	2-yr	Public		IL
State Technical Institute, Knoxville	012693	2-yr	Public		TN
State University Agricultural and Technical College	002857	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Alfred	002854	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Canton	002855	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Cobbleskill	002856	2-yr	Public	Campus	NY
State University of New York Agricultural and Technical College, Farmingdale	002858	2-yr	Public	Campus	NY
State University of New York College of Technology, Utica/Rome	006792	Other	Public	Campus	NY
State University of New York College, Brockport	002841	4-yr	Public	Campus	NY
State University of New York College, Fredonia	002844	4-yr	Public	Campus	NY
State University of New York College, Oswego	002848	4-yr	Public	Campus	NY
State University of New York College, Potsdam	002850	4-yr	Public		NY
State University of New York, Albany	002835	Univ	Public	Campus	NY
State University of New York, Binghamton	002836	Univ	Public	Campus	NY
State University of New York, Buffalo	002837	Univ	Public	Main	NY
State University of New York, Cortland	002843	4-yr	Public	Campus	NY
State University of New York, Geneseo	002845	4-yr	Public	Campus	NY
State University of New York, Oneonta	002847	4-yr	Public	Campus	NY
State University of New York, Plattsburgh	002849	4-yr	Public	Campus	NY
State University of New York, Stonybrook	002838	Univ	Public	Campus	NY
Stephen F. Austin State University	003624	Univ	Public		TX
Stephens College	002512	4-yr	Private		MO
Stevens Institute of Technology	002639	4-yr	Private		NJ
Suffolk County Community College	900031	2-yr	Public	Campus	NY
Suffolk County Community College, Central Administration	900046	2-yr	Public	Office	NY
Suffolk County Community College, Selden Campus	002878	2-yr	Public	Campus	NY
Suffolk County Community College, Western Campus	900032	2-yr	Public	Campus	NY
Suffolk University	002218	Univ	Private		MA
Sul Ross State University	003625	Univ	Public		TX
Sullivan County Community College	002879	2-yr	Public	Campus	NY
Suomi College	002322	2-yr	Private		MI
Susquehanna University	003369	Univ	Private		PA
Swain School of Design	004665	4-yr	Private		MA
Sweet Briar College	003742	4-yr	Private		VA
Syracuse University	002882	Univ	Private		NY
Taft College	001309	2-yr	Public		CA
Tallahassee Community College	001533	2-yr	Public		FL
Tarkio College	002513	4-yr	Private	Main	MO
Tarrant County Junior College, District Office	003626	2-yr	Public	Office	TX
Tarrant County Junior College, Northeast Campus	008999	2-yr	Public	Campus	TX
Tarrant County Junior College, Northwest Campus	010964	2-yr	Public	Campus	TX
Tarrant County Junior College, South Campus	008900	2-yr	Public	Campus	TX
Taylor University	001838	4-yr	Private		IN
Temple University	003371	Univ	Public		PA
Tennessee Technological University	003523	Univ	Public		TN
Tennessee Wesleyan College	003525	4-yr	Private		TN
Terra Technical College	008278	2-yr	Public		OH
Texarkana Community College	003628	2-yr	Public		TX
Texas A&I University	003639	Univ	Public	Campus	TX
Texas A&M University	010366	Univ	Public	Main	TX
Texas A&M University, Moody College	010298	4-yr	Public	Campus	TX
Texas Chiropractic College	003635	4-yr	Private		TX
Texas Christian University	003636	Univ	Private		TX
Texas Luthern College	003641	4-yr	Private		TX
Texas Southern University	003642	Univ	Public		TX
Texas State Technical Institute	009642	2-yr	Public	Office	TX
Texas State Technical Institute, Harlingen	009225	2-yr	Public	Campus	TX

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Texas State Technical Institute, Mid-Continent Campus	009933	Other	Public	Campus	TX
Texas Wesleyan College	003645	4-yr	Private		TX
Thiel College	003376	4-yr	Private		PA
Thomas College	002052	4-yr	Private		ME
Thomas County Community College	001555	2-yr	Private		GA
Thomas Jefferson University	003278	Univ	Private		PA
Thomas More College	002001	4-yr	Private		KY
Thornton Community College	001769	2-yr	Public		IL
Tidewater Community College, Chesapeake Campus	900009	2-yr	Public	Campus	VA
Tidewater Community College, District Office	003712	2-yr	Public	Office	VA
Tidewater Community College, Frederick Campus	900006	2-yr	Public	Campus	VA
Tidewater Community College, Virginia Beach Campus	900007	2-yr	Public	Campus	VA
Tift College	001595	4-yr	Private		GA
Tompkins Cortland Community College	006788	2-yr	Public	Campus	NY
Towson State University	002099	Univ	Public		MD
Treasure Valley Community College	003221	2-yr	Public		OR
Trenton State College	002642	4-yr	Public		NJ
Tri-State University	001839	4-yr	Private		IN
Trinity College	001460	4-yr	Private		DC
Trinity College	003695	4-yr	Private		VT
Triton College	001773	2-yr	Public		IL
Trocaire College	002812	2-yr	Private		NY
Troy State University System	001047	Univ	Public	Campus	AL
Tufts University	002219	Univ	Private		MA
Union College	002643	2-yr	Private		NJ
Union College	002889	4-yr	Private		NY
Union Theological Seminary	002890	Other	Private		NY
University of Akron	003123	Univ	Public	Main	OH
University of Alabama	001051	Univ	Public	Campus	AL
University of Alabama, Birmingham	001052	Univ	Public	Campus	AL
University of Alabama, Huntsville	001055	Univ	Public	Campus	AL
University of Alaska Statewide System of Higher Education	008005	Univ	Public	Office	AK
University of Alaska, Chukchi Community College	900039	2-yr	Public	Campus	AK
University of Alaska, Fairbanks	001063	Univ	Public	Campus	AK
University of Alaska, Kenai Peninsula Community College	001066	2-yr	Public	Campus	AK
University of Alaska, Ketchikan Community College	001067	2-yr	Public	Campus	AK
University of Alaska, Matanuska-Susitna Community College	001068	2-yr	Public	Campus	AK
University of Alaska, Northwest Community College	013169	2-yr	Public	Campus	AK
University of Alaska, Prince William Sound Community College	900038	2-yr	Public	Campus	AK
University of Alaska, Sitka Community College	001069	2-yr	Public	Campus	AK
University of Arizona	001083	Univ	Public		AZ
University of Arkansas	001108	Univ	Public	Main	AR
University of Arkansas, Little Rock	001101	Univ	Public	Campus	AR
University of Arkansas, Medical Sciences Campus	001109	Other	Public	Campus	AR
University of Arkansas, Monticello	001085	Univ	Public	Campus	AR
University of Arkansas, Pinebluff	001086	Univ	Public	Campus	AR
University of Bridgeport	001416	Univ	Private		CT
University of California, Berkeley Campus	001312	Univ	Public	Campus	CA
University of California, Davis	001313	Univ	Public	Campus	CA
University of California, Riverside	001316	Univ	Public	Campus	CA
University of California, Santa Barbara	001320	Univ	Public	Campus	CA
University of California, Systemwide Administration	001311	Univ	Public	Office	CA
University of Central Arkansas	001092	Univ	Public		AR
University of Central Florida	900018	Univ	Public	Campus	FL
University of Charleston	900029	Univ	Private		WV
University of Cincinnati	003125	Univ	Public	Main	OH
University of Colorado Health Sciences Center	004508	Other	Public	Campus	CO
University of Colorado, Boulder	001370	Univ	Public	Campus	CO
University of Colorado, Central	007996	Univ	Public	Office	CO
University of Colorado, Denver	006740	Univ	Public	Campus	CO
University of Connecticut	029013	Univ	Public		CT
University of Connecticut, Health Center	009030	Other	Public	Campus	CT
University of Dayton	003127	Univ	Private		OH
University of Delaware	001431	Univ	Private		DE
University of Denver	001371	Univ	Private		CO
University of Detroit	002323	Univ	Private		MI
University of Evansville	001795	Univ	Private		IN
University of Georgia	001598	Univ	Public		GA
University of Hawaii, Central Office	007885	Univ	Public	Office	HI
University of Houston, Central Campus	003652	Univ	Public	Main	TX
University of Houston, Clear Lake City	011711	Other	Public	Campus	TX
University of Houston, Downtown College	012826	4-yr	Public	Campus	TX
University of Houston, Victoria Campus	013231	Other	Public	Campus	TX
University of Idaho	001626	Univ	Public		ID
University of Illinois, Central Office	008001	Univ	Public	Office	IL
University of Illinois, Chicago Circle	001776	Univ	Public	Campus	IL
University of Illinois, Medical Center	003960	Other	Public	Campus	IL

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Illinois, Urbana Campus	001775	Univ	Public	Campus	IL
University of Iowa	001892	Univ	Public		IA
University of Kansas, Lawrence Campus	001948	Univ	Public	Main	KS
University of Kentucky	001989	Univ	Public		KY
University of LaVerne	001216	Univ	Private		CA
University of Louisville	001999	Univ	Public		KY
University of Lowell	002161	Univ	Public		MA
University of Maine, Augusta	006760	Univ	Public	Campus	ME
University of Maine, Farmington	002040	4-yr	Public	Campus	ME
University of Maine, Fort Kent	002041	Univ	Public	Campus	ME
University of Maine, Machias	002055	Univ	Public	Campus	ME
University of Maine, Orono	002053	Univ	Public	Main	ME
University of Maine, Presque Isle	002033	Univ	Public	Campus	ME
University of Maine, System Office	008012	Univ	Public	Office	ME
University of Mary Hardin-Baylor	003588	Univ	Private		TX
University of Maryland Systems, Central Administration	007959	Univ	Public	Office	MD
University of Maryland, Baltimore County Campus	002105	4-yr	Public	Campus	MD
University of Maryland, Baltimore Professional Schools	002104	Univ	Public	Campus	MD
University of Maryland, College Park	002103	Univ	Public	Main	MD
University of Maryland, Eastern Shore	002106	Univ	Public	Campus	MD
University of Maryland, University College	011644	Univ	Public	Campus	MD
University of Massachusetts, Amherst	002221	Univ	Public	Main	MA
University of Michigan, Ann Arbor	009092	Univ	Public	Main	MI
University of Michigan, Dearborn	002326	Univ	Public	Campus	MI
University of Michigan, Flint	002327	4-yr	Public	Campus	MI
University of Minnesota, Duluth	002388	Univ	Public	Campus	MN
University of Minnesota, Morris	002389	4-yr	Public		MN
University of Mississippi	002440	Univ	Public		MS
University of Mississippi, Medical Center	004688	Other	Public	Campus	MS
University of Missouri, Central Administration	002515	Univ	Public	Office	MO
University of Missouri, Columbia	002516	Univ	Public	Campus	MO
University of Missouri, Kansas City	002518	Univ	Public	Campus	MO
University of Missouri, Rolla	002517	Univ	Public	Campus	MO
University of Missouri, Saint Louis	002519	Univ	Public	Campus	MO
University of Montana	002536	Univ	Public	Campus	MT
University of Montevallo	001004	Univ	Public		AL
University of Nebraska, Central Office	008025	Univ	Public	Office	NE
University of Nebraska, Lincoln	002565	Univ	Public	Main	NE
University of Nebraska, Medical Center	006895	Other	Public	Campus	NE
University of Nebraska, Omaha	002554	Univ	Public	Campus	NE
University of Nevada, Reno	002568	Univ	Public	Campus	NV
University of New Hampshire	002589	Univ	Public	Main	NH
University of New Hampshire, Plymouth State College	002590	4-yr	Public	Campus	NH
University of New Haven	001397	Univ	Private		CT
University of New Mexico	010313	Univ	Public	Main	NM
University of New Orleans	002015	Univ	Public	Campus	LA
University of North Carolina, Asheville	002907	Univ	Public	Campus	NC
University of North Carolina, Chapel Hill	002974	Univ	Public	Main	NC
University of North Carolina, Charlotte	002975	Univ	Public	Campus	NC
University of North Carolina, Greensboro	002976	Univ	Public	Campus	NC
University of North Dakota	003005	Univ	Public		ND
University of North Florida	009841	Other	Public		FL
University of Northern Colorado	001349	Univ	Public		CO
University of Northern Iowa	001890	Univ	Public		IA
University of Oklahoma, Health Sciences Center	005889	Other	Public	Campus	OK
University of Oklahoma, Norman Campus	003184	Univ	Public	Campus	OK
University of Oregon	003223	Univ	Public	Main	OR
University of Oregon, Health Sciences Center	004882	Other	Public	Campus	OR
University of Pennsylvania	003378	Univ	Private		PA
University of Puget Sound	003797	Univ	Private		WA
University of Redlands	001322	Univ	Private		CA
University of Rhode Island	003414	Univ	Public		RI
University of Rochester	002894	Univ	Private		NY
University of Saint Thomas	003654	Univ	Private		TX
University of San Diego	010395	Univ	Private		CA
University of San Francisco	001319	Univ	Private		CA
University of Santa Clara	001326	Univ	Private		CA
University of Scranton	003384	Univ	Private		PA
University of South Alabama	001057	Univ	Public		AL
University of South Carolina	003448	Univ	Public	Main	SC
University of South Carolina, Aiken	003449	4-yr	Public	Campus	SC
University of South Dakota, Main Campus	003474	Univ	Public	Main	SD
University of South Dakota, Springfield	003472	4-yr	Public	Campus	SD
University of South Florida	001537	Univ	Public		FL
University of Southern California	001328	Univ	Private		CA
University of Southern Maine	009762	Univ	Public	Campus	ME
University of Southern Mississippi	002441	Univ	Public	Main	MS

Responding Institutions
All Institutions
Page 18

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
University of Southwestern Louisiana	002031	Univ	Public		LA
University of Tampa	001538	4-yr	Private		FL
University of Tennessee, Center for the Health Sciences	006725	Other	Public	Campus	TN
University of Tennessee, Chattanooga	003529	Univ	Public	Campus	TN
University of Tennessee, Knoxville	003530	Univ	Public	Campus	TN
University of Tennessee, Martin	003531	Univ	Public	Main	TN
University of Tennessee, University-wide Administration	008051	Univ	Public	Office	TN
University of Texas Health Science Center, Houston	011618	Other	Public	Campus	TX
University of Texas Health Science Center, San Antonio	003659	Univ	Public	Campus	TX
University of Texas Medical Branch, Galveston	004952	Other	Public	Campus	TX
University of Texas of the Permian Basin	009930	Other	Public	Campus	TX
University of Texas, Austin	003658	Univ	Public	Campus	TX
University of Texas, Dallas	009741	Other	Public	Campus	TX
University of Texas, San Antonio	010115	Univ	Public	Campus	TX
University of Texas, System Administration	003655	Univ	Public	Office	TX
University of Toledo	003131	Univ	Public		OH
University of Tulsa	003185	Univ	Private		OK
University of Utah	003675	Univ	Public		UT
University of Vermont and State Agricultural College	003696	Univ	Public		VT
University of Virginia	006968	Univ	Public		VA
University of West Florida	003955	Other	Public	Campus	FL
University of West Los Angeles	009170	Other	Private		CA
University of Wisconsin, Eau Claire	003917	Univ	Public	Campus	WI
University of Wisconsin, Green Bay	003899	Univ	Public	Campus	WI
University of Wisconsin, La Crosse	003919	Univ	Public	Campus	WI
University of Wisconsin, Madison	003895	Univ	Public	Main	WI
University of Wisconsin, Milwaukee	003896	Univ	Public	Campus	WI
University of Wisconsin, Platteville	003921	Univ	Public	Campus	WI
University of Wisconsin, Stevens Point	003924	Univ	Public	Campus	WI
University of Wisconsin, Stout	003915	Univ	Public	Campus	WI
University of Wisconsin, Superior	003925	Univ	Public	Campus	WI
University of Wisconsin, System Administration	003894	Univ	Public	Office	WI
University of Wisconsin, Whitewater	003926	Univ	Public	Campus	WI
University of Wyoming	003932	Univ	Public		WY
University of the District of Columbia	029082	Univ	Public		DC
University of the Pacific	001329	Univ	Private		CA
University of the South	003534	Other	Private		TN
Ursuline College	003134	4-yr	Private		OH
Utah State University	003677	Univ	Public	Campus	UT
Utah Technical College, Salt Lake City	005220	4-yr	Public		UT
Utica Junior College	002445	2-yr	Public		MS
Valdosta State College	001599	4-yr	Public	Campus	GA
Valencia Community College	006750	2-yr	Public		FL
Valley City State College	003008	4-yr	Public		ND
Valley Forge Military Junior College	003306	2-yr	Private		PA
Valparaiso University	001842	Univ	Private		IN
Vance Granville Community College	009903	2-yr	Public		NC
Vermilian Community College	002350	2-yr	Public	Campus	MN
Vermont Institute of Community Involvement	012183	4-yr	Private		VT
Vermont Law School	011934	Other	Private		VT
Vernon Regional Junior College	010060	2-yr	Public		TX
Villa Maria College	003387	4-yr	Private		PA
Villanova University	003388	Univ	Private		PA
Vincennes University	001843	2-yr	Public		IN
Virginia Commonwealth University	003735	Univ	Public		VA
Virginia Community College System, System Office	008904	2-yr	Public	Office	VA
Virginia Polytechnic Institute and State University	003754	Univ	Public		VA
Virginia State University	003764	Univ	Public		VA
Vista College	900027	2-yr	Public	Campus	CA
Volunteer State Community College	009912	2-yr	Public		TN
Voorhees College	003455	4-yr	Private		SC
Wabash College	001844	4-yr	Private		IN
Wagner College	002899	4-yr	Private		NY
Waldorf College	001895	2-yr	Private		IA
Wallace State Community College	007871	2-yr	Public		AL
Walsh College of Accountancy and Business Administration	004071	Other	Private		MI
Wartburg College	001896	4-yr	Private		IA
Wartburg Theological Seminary	001897	Other	Private		IA
Washburn University of Topeka	001949	Univ	Public		KS
Washington Bible College	001462	4-yr	Private		MD
Washington College	002108	4-yr	Private		MD
Washington State University	003800	Univ	Public		WA
Washington University	002520	Univ	Private		MO
Washington and Jefferson College	003389	4-yr	Private		PA
Waubonsee Community College	006931	2-yr	Public		IL
Waukesha County Technical Institute	009258	Other	Public		WI
Waycross Junior College	029028	2-yr	Public		GA

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
Wayne Community College	002980	2-yr	Public		NC
Wayne State University	002329	Univ	Public		MI
Waynesburg College	003391	4-yr	Private		PA
Weber State College	003680	4-yr	Public		UT
Wellesley College	002224	4-yr	Private		MA
Wells College	002901	4-yr	Private		NY
Wenatchee Valley College	003801	2-yr	Public	Main	WA
Wentworth Institute of Technology	029099	4-yr	Private		MA
Wesley College	001433	2-yr	Private		DE
Wesleyan College	001600	4-yr	Private		GA
Wesleyan University	001424	Univ	Private		CT
West Chester State College	003328	4-yr	Public		PA
West Georgia College	001601	4-yr	Public		GA
West Hills Community College District	001176	2-yr	Public		CA
West Shore Community College	007950	2-yr	Public		MI
West Texas State University	003665	Univ	Public		TX
West Virginia College of Graduate Studies	006869	Other	Public		WV
West Virginia Northern Community College	009054	2-yr	Public	Main	WV
West Virginia School of Osteopathic Medicine	011245	Other	Public		WV
West Virginia State College	003823	4-yr	Public		WV
West Virginia University	003827	Univ	Public		WV
West Virginia Wesleyan College	003830	4-yr	Private		WV
Westark Community College	001110	2-yr	Public		AR
Westchester Community College	002881	2-yr	Public	Main	NY
Western Baptist College	001339	4-yr	Private		OR
Western Carolina University	002981	Univ	Public	Campus	NC
Western Conservative Baptist Seminary	007178	Other	Private		OR
Western Illinois University	001780	Univ	Public		IL
Western Kentucky University	002002	Univ	Public		KY
Western Maryland College	002109	4-yr	Private		MD
Western Michigan University	002330	Univ	Public		MI
Western Montana College	002537	4-yr	Public		MT
Western Nevada Community College, North Campus	980063	2-yr	Public	Campus	NV
Western Nevada Community College, South Campus	010363	2-yr	Public	Campus	NV
Western New England College	002226	4-yr	Private		MA
Western Oklahoma State College	003146	2-yr	Public		OK
Western Piedmont Community College	002982	2-yr	Public	Campus	NC
Western State University College of Law	029039	Other	Private	Campus	CA
Western State University College of Law, San Diego	010854	Other	Private	Campus	CA
Western Texas College	009549	2-yr	Public		TX
Western Washington University	003802	Univ	Public		WA
Western Wisconsin Technical Institute	003840	Other	Public		WI
Westmar College	001899	4-yr	Private		IA
Westminster Choir College	002646	4-yr	Private		NJ
Westminster College	003681	4-yr	Private		UT
Westmont College	001341	4-yr	Private		CA
Westmoreland County Community College, Main Campus	010176	2-yr	Public	Main	PA
Wharton County Junior College	003668	2-yr	Public		TX
Whatcom Community College	010364	2-yr	Public		WA
Wheaton College	001781	4-yr	Private		IL
Wheaton College	002227	4-yr	Private		MA
Wheeling College	003831	4-yr	Private		WV
Whitman College	003803	4-yr	Private		WA
Wichita State University	001950	Univ	Public		KS
Widener University	003313	Univ	Private	Main	PA
Wilbur Wright College	001655	2-yr	Public	Campus	IL
Wiliam Woods College	002525	4-yr	Private		MO
Wilkes College	003394	4-yr	Private		PA
Willamette University	003227	Univ	Private		OR
William Carey College	002447	4-yr	Private		MS
William Paterson College of New Jersey	002625	4-yr	Public		NJ
William Penn College	001900	4-yr	Private		IA
William Rainey Harper College	003961	2-yr	Public		IL
Williams College	002229	4-yr	Private		MA
Williamsburg Technical College	900017	2-yr	Public	Main	SC
Williamsport Area Community College	003395	2-yr	Public		PA
Willmar Community College	002392	2-yr	Public	Campus	MN
Wilmington College	003142	4-yr	Private		OH
Wilson College	003396	4-yr	Private		PA
Wingate College	002985	4-yr	Private		NC
Winona State University	002394	Univ	Public		MN
Winthrop College	003456	4-yr	Public		SC
Wisconsin Conservatory of Music	003913	4-yr	Private		WI
Wittenberg University	003143	4-yr	Private		OH
Wofford College	003457	4-yr	Private		SC
Worcester Polytechnic Institute	002233	4-yr	Private		MA
Worcester State College	002190	4-yr	Public	Office	MA

Responding Institutions
All Institutions
Page 20

INSTITUTION NAME	FICE	CLASS	SUPPORT	SYSTEM	STATE
World College West	011611	4-yr	Private		CA
Wright State University	009168	Univ	Public	Main	OH
Xavier University	003144	Univ	Private		OH
Yale University	001426	Univ	Private		CT
Yavapai College	001079	2-yr	Public	Main	AZ
York College of Pennsylvania	003399	4-yr	Private		PA
York Technical College	003996	2-yr	Public	Campus	SC
Youngstown State University	003145	Univ	Public		OH

CUPA

1979-80

Compensation Survey

CONDUCTED BY

College and University Personnel Association

11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

1979-80 ADMINISTRATIVE COMPENSATION SURVEY INSTRUCTIONS

Please mail the completed questionnaire by NOVEMBER 16, 1979 to: CUPA SURVEYS, P.O. Box 71114, Pittsburgh, PA 15213.

Please print or type all information. Read the instructions carefully before completing the survey.

INSTITUTIONAL IDENTIFICATION. Items 1 through 5 are self-explanatory. For Item 4(4): 1979-80 Educational and General Budget, enter the dollar value of that portion of the total institutional budget used for current educational and general operations exclusive of student aid, auxiliary enterprises such as hospitals, service departments, construction, and similar activities. Please be sure to fill in the name and address of your institution, your name, title, and telephone number.

COLLEGE AND UNIVERSITY SYSTEMS OR DISTRICTS OR LARGE BRANCHES. Where possible separate surveys should be completed for each System Office or main campus location and for each component of a system or district. Please be sure to indicate the full name and location of the institution, e.g., the University of Pittsburgh (main campus), Pittsburgh, PA; the University of Pittsburgh at Johnstown, PA; the University of Pittsburgh at Bradford, PA; etc.

CODES. Please give FICE Code and the Carnegie Code if you have them at hand. But if they are not readily available, do not take extra time to locate them; CUPA can add them later.

PRIMARY POSITIONS. Most of the primary positions identified in the Survey are common to typical college and university operations. If you are uncertain about the identification of any primary position, please refer to the summary position descriptions which are attached. Do not indicate data for a position which is less than 50% time. Annualize all salaries at 100% effort.

PRIMARY POSITIONS: COMBINED ADMINISTRATIVE RESPONSIBILITIES. Positions 41.0–46.0 represent titles which indicate common combinations of administrative responsibility such as Director of Personnel and Affirmative Action, Director of Admissions & Financial Aid. If such administrative combinations exist at your institution then report them in the "Combined Responsibilities" section (position nos. 41.0–46.0). If data on a combined administrative position are reported in the "Combined Responsibilities" section then they should NOT appear elsewhere in the survey as two primary positions (positions 1.0–40.0). For example, if your institution has a single administrator who is Director of Admissions & Financial Aid then report it in the Combined Responsibilities section as position no. 43.0 and not as a position no. 15.0 which is reserved for Director of Admissions only or position no. 16.0 which is reserved for Director of Student Financial Aid only.

TENURE. For the PRIMARY positions only, please indicate whether or not the incumbent is also a tenured faculty member.

HIRE. The Survey asks whether the incumbent was placed in the position from inside or outside your institution. Circle the "I" if the incumbent moved to the job from another job inside. Circle the "O" if he/she was recruited from the outside.

SALARY. Indicate the actual full-time equivalent (FTE) salary for all positions, then show the term in months which that salary covers. Annualize all salaries at full time (100%) effort, e.g., (1) your Registrar works part time, 50%, for 12 mos. a year for a salary of $10,000 –– for the purposes of the survey enter $20,000 as the FTE salary; (2) your Director of Student Housing is on a 9-month, 100% effort contract worth $9,000––for the purposes of the survey enter $9,000 as the FTE salary.

SEX. Indicate by circling "M" (Male) or "F" (Female) the sex of the incumbent for each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) the minority status of the incumbent for each title or position. A minority is defined as follows: Black/Negro/Afro-American; American Indian; Oriental; Mexican-American/Chicano; and Puerto Rican-American.

*The original Survey questionnaire mistakenly contained a request for information regarding "Years of Service." That section has been deleted from the questionnaire as it appears here.

INSTITUTIONAL IDENTIFICATION

1. CLASSIFICATIONS (check one)

1. ____2 Yr. college
2. ____4 Yr. college
3. ____University
4. ____Upper-level (junior year and above) university
5. ____Law school
6. ____Medical school or center
7. ____Theological seminary
8. ____Other, please specify

____

2. SOURCE OF SUPPORT (check one)

1. ____Public
2. ____Private, religious group affiliated
3. ____Private, independent
4. ____Other, please specify

3. SYSTEM STRUCTURE

In general, personnel reported are primarily associated with (check one)

1. ____A single institution
2. ____An administrative office of a system
3. ____A main campus of a system
4. ____A campus of a system
5. ____Other, please specify

____

4. SIZE MEASURES

If "an administrative office of a system" was checked in response to 3 above (the immediately preceding question) then please provide system-wide figures for the following. If not, then simply provide figures pertaining to your specific campus/institution.

1. ________Total full-time equivalent ENROLLMENT
2. ________Total full-time equivalent FACULTY
3. ________Total full-time equivalent professional FLSA- exempt STAFF
4. ________Total 1979/80 educational and general BUDGET

Use this space (attaching additional pages if necessary) to comment upon any difficulties encountered in supplying these figures; concentrate on describing methods used in calculating the totals provided.

____

____

____

5. NAME/ADDRESSES

____

Name of Institution

____

Address of Institution City/State/Zip

____

Name of respondent Title of respondent Telephone

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
1979-80 ADMINISTRATIVE COMPENSATION SURVEY

Office or Function and Title		Actual Salary	Term covered by salary in months	Reporting Relationship *	Internal Promotion or Outside Hire? (circle one)		Sex		Minority		Tenure	
							Male/Fem. (circle one)		Yes/No (circle one)		Yes/No (circle one)	
							M	F	Y	N	Y	N
1.0	Chief Executive Officer System/District/Multi-Campus Operation (President/Chancellor)				I	O	M	F	Y	N	Y	N
2.0	Chief Executive Officer of a Single Institution (President/Chancellor)				I	O	M	F	Y	N	Y	N
3.0	Executive Vice President				I	O	M	F	Y	N	Y	N
4.0	Chief Academic Officer				I	O	M	F	Y	N	Y	N
5.0	Chief Planning Officer				I	O	M	F	Y	N	Y	N
6.0	Chief Business Officer				I	O	M	F	Y	N	Y	N
7.0	Chief Budgeting Officer				I	O	M	F	Y	N	Y	N
8.0	Chief Development Officer				I	O	M	F	Y	N	Y	N
9.0	Chief Public Relations Officer				I	O	M	F	Y	N	Y	N
10.0	Director, Alumni Affairs				I	O	M	F	Y	N	Y	N
11.0	Chief Health Professions Officer				I	O	M	F	Y	N	Y	N
12.0	Administrator, Hospital Medical Center				I	O	M	F	Y	N	Y	N
13.0	Chief Student Affairs Officer				I	O	M	F	Y	N	Y	N
14.0	Registrar				I	O	M	F	Y	N	Y	N
15.0	Director, Admissions				I	O	M	F	Y	N	Y	N
16.0	Director, Student Financial Aid				I	O	M	F	Y	N	Y	N
17.0	Director, Student Placement				I	O	M	F	Y	N	Y	N
18.0	Director, Student Counseling				I	O	M	F	Y	N	Y	N
19.0	Director, Student Union				I	O	M	F	Y	N	Y	N

*Please show by its number from this survey schedule, the senior position to which this position reports.

Office or Function and Title	Actual Salary	Term covered by salary in months	Report-ing Relation-ship *	Internal Promotion or Outside Hire? (circle one)		Sex		Minority		Tenure	
						Male/Fem. (circle one)		Yes/No (circle one)		Yes/No (circle one)	
						M	F	Y	N	Y	N
20.0 Director, Student Health Services				I	O	M	F	Y	N	Y	N
21.0 Director, Student Housing				I	O	M	F	Y	N	Y	N
22.0 Director, Food Services				I	O	M	F	Y	N	Y	N
23.0 Director, Physical Plant				I	O	M	F	Y	N	Y	N
24.0 Director, Purchasing				I	O	M	F	Y	N	Y	N
25.0 Director, Bookstore				I	O	M	F	Y	N	Y	N
26.0 Director, Campus Security				I	O	M	F	Y	N	Y	N
27.0 Director, Legal Services				I	O	M	F	Y	N	Y	N
28.0 Director, Personnel/ Human Resources				I	O	M	F	Y	N	Y	N
29.0 Director, Affirmative Action/Equal Employment				I	O	M	F	Y	N	Y	N
30.0 Director, Employee Training				I	O	M	F	Y	N	Y	N
31.0 Director, Library Services				I	O	M	F	Y	N	Y	N
32.0 Director, Computer Services				I	O	M	F	Y	N	Y	N
33.0 Director, Information Systems				I	O	M	F	Y	N	Y	N
34.0 Director, Information Office				I	O	M	F	Y	N	Y	N
35.0 Director, Community Services				I	O	M	F	Y	N	Y	N
36.0 Director, Institutional Research				I	O	M	F	Y	N	Y	N
37.0 Comptroller				I	O	M	F	Y	N	Y	N
38.0 Director, Athletics				I	O	M	F	Y	N	Y	N
39.0 Director, Auxiliary Services				I	O	M	F	Y	N	Y	N
40.0 Administrator, Grants and Contracts				I	O	M	F	Y	N	Y	N

*Please show by its number from this survey schedule, the senior position to which this position reports.

Office or Function and Title	Actual Salary	Term covered by salary in months	Reporting Relationship*	Internal Promotion or Outside Hire? (circle one)		Sex		Minority		Tenure	
						Male/Fem. (circle one)		Yes/No (circle one)		Yes/No (circle one)	
						M	F	Y	N	Y	N
41.0 Chief Development & Public Relations Officer				I	O	M	F	Y	N	Y	N
42.0 Chief Planning & Budget Officer				I	O	M	F	Y	N	Y	N
43.0 Director, Admissions & Financial Aid				I	O	M	F	Y	N	Y	N
44.0 Director, Housing & Food Service				I	O	M	F	Y	N	Y	N
45.0 Director, Personnel & Affirmative Action				I	O	M	F	Y	N	Y	N
46.0 Director, Development & Alumni Affairs				I	O	M	F	Y	N	Y	N
47.0 Architecture				I	O	M	F	Y	N	Y	N
48.0 Agriculture				I	O	M	F	Y	N	Y	N
49.0 Arts and Letters				I	O	M	F	Y	N	Y	N
50.0 Arts and Sciences				I	O	M	F	Y	N	Y	N
51.0 Business				I	O	M	F	Y	N	Y	N
52.0 Communications				I	O	M	F	Y	N	Y	N
53.0 Continuing Education				I	O	M	F	Y	N	Y	N
54.0 Dentistry				I	O	M	F	Y	N	Y	N
55.0 Education				I	O	M	F	Y	N	Y	N
56.0 Engineering				I	O	M	F	Y	N	Y	N
57.0 Extension				I	O	M	F	Y	N	Y	N
58.0 Fine Arts				I	O	M	F	Y	N	Y	N
59.0 Graduate Programs				I	O	M	F	Y	N	Y	N
60.0 Health Related Professions				I	O	M	F	Y	N	Y	N
61.0 Home Economics				I	O	M	F	Y	N	Y	N
62.0 Humanities				I	O	M	F	Y	N	Y	N
63.0 Instruction				I	O	M	F	Y	N	Y	N
64.0 Law				I	O	M	F	Y	N	Y	N
65.0 Library & Information Sciences				I	O	M	F	Y	N	Y	N
66.0 Medicine				I	O	M	F	Y	N	Y	N
67.0 Music				I	O	M	F	Y	N	Y	N

*Please show by its number from this survey schedule, the senior position to which this position reports.

Office or Function and Title	Actual Salary	Term covered by salary in months	Reporting Relationship*	Internal Promotion or Outside Hire? (circle one)		Sex		Minority		Tenure	
						Male/Fem. (circle one)		Yes/No (circle one)		Yes/No (circle one)	
						M	F	Y	N	Y	N
68.0 Nursing				I	O	M	F	Y	N	Y	N
69.0 Occupational Studies/ Vocational Education/ Technology				I	O	M	F	Y	N	Y	N
70.0 Pharmacy				I	O	M	F	Y	N	Y	N
71.0 Public Health				I	O	M	F	Y	N	Y	N
72.0 Sciences				I	O	M	F	Y	N	Y	N
73.0 Social Sciences				I	O	M	F	Y	N	Y	N
74.0 Social Work				I	O	M	F	Y	N	Y	N
75.0 Social Programs				I	O	M	F	Y	N	Y	N
76.0 Undergraduate Programs				I	O	M	F	Y	N	Y	N
77.0 Veterinary Medicine				I	O	M	F	Y	N	Y	N

*Please show by its number from this survey schedule, the senior position to which this position reports.

APPENDIX D

1979-80 ADMINISTRATIVE COMPENSATION SURVEY SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures in order to insure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported.

1.0 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTI-CAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of an institution or a system of higher education, who reports to a governing board.

2.0 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education. Reports to a President/Chancellor of a universitywide system or multi-college district.

3.0 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

4.0 CHIEF ACADEMIC OFFICER: The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar and library activities. Report to the Chief Executive Officer.

5.0 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning and many also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Chief Executive Officer.

6.0 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the direction of business and financial affairs. Functions supervised typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting and related matters.

7.0 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

8.0 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations and information office activities.

9.0 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations and information office services.

10.0 DIRECTOR, ALUMNI AFFAIRS: Coordinate contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organize receptions and other special alumni activities.

11.0 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

12.0 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 12.0 is the same official as 11.0, please ignore 12.0).

13.0 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of extra-curricular student life programs. Functions typically include student counseling and testing, student placement, student union, relationships with student organizations and related functions.

14.0 REGISTRAR: The administrative official with principal responsibility for student admissions and records. Functions typically include undergraduate admissions, classroom scheduling, maintenance of student records and related matters.

15.0 DIRECTOR, ADMISSIONS: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

16.0 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

17.0 DIRECTOR, STUDENT PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

18.0 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

19.0 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities and arrangements for special functions or activities.

20.0 DIRECTOR, STUDENT HEALTH SERVICES: Directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

21.0 DIRECTOR, STUDENT HOUSING: Directs all residence hall operations for students. May also administer off-campus housing programs.

22.0 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

23.0 DIRECTOR, PHYSICAL PLANT: The senior administrative official responsible for the construction, rehabilitation and maintenance of physical facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation and parking.

24.0 DIRECTOR, PURCHASING: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

25.0 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

26.0 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking; organizes security programs and training as needed.

27.0 DIRECTOR, LEGAL SERVICES: The principal salaried staff person responsible for advising the institution on its legal rights, obligations or privileges. May act as agent in various transactions or serve as principal contact with other legal counsel. (Do not report unless on institution's payroll.)

28.0 DIRECTOR, PERSONNEL/HUMAN RESOURCES: Administers institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration and, where applicable, labor relations.

29.0 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to insure equality of opportunity on an individual basis without giving preference in opportunity to any group.

30.0 DIRECTOR, EMPLOYEE TRAINING: This function directs and coordinates the various training services for employees of the institution, which may include in-house training for management and faculty as well as staff.

31.0 DIRECTOR, LIBRARY SERVICES: Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions, technical services, audio-visual services and special collections.

32.0 DIRECTOR, COMPUTER CENTER: Directs the institution's major administrative computing activities. Functions typically include computer programming, systems studies and computer operations.

33.0 DIRECTOR, INFORMATION SYSTEMS: The senior official who directs the development, implementation and maintenance of institutional management information systems. Functions typically include responsibility for developing systems requirements, systems analysis, programming, applications, and coordination with user areas. May also include responsibility for direction of the administrative computer operations.

34.0 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines and other publications.

35.0 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural and recreational services to the community.

36.0 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

37.0 COMPTROLLER: Directs accounting, payroll, cashiering and related functions. May also have responsibility for office services, such as mail and telephone.

38.0 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

39.0 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services; typically food service, book store, housing, vending, student unions, and printing but may include a variety of services and operations.

40.0 ADMINISTRATOR, GRANTS AND CONTRACTS. Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

41.0–77.0
DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.)

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